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1913

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FORTY-SIXTH ANNUAL REPORT

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OF THE

Institution for the Improved Instruction of Deaf-Mutes

OF

NEW YORK CITY

For the Year 1912

This report is made for the period ending October 15,19 12, but the names of the Board of Trustees, Officers, Medical Board, etc., have been revised to May 12, 1913.

(904 LEXINGTON AVENUE, NEW YORK CITY)

TRANSMITTED TO THE LEGISLATURE MARCH 18, 1913

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STATE OF NEW YORK

No. 49

IN ASSEMBLY

March 18, 1913

FORTY-SIXTH ANNUAL REPORT

OF THE

TRUSTEES AND OFFICERS OF THE INSTITUTION FOR THE IMPROVED INSTRUCTION OF DEAF-MUTES

(904 LEXINGTON AVENUE, NEW YORK CITY)

For the Year 1912

BOARD OF TRUSTEES.

Officers.

President.

FELIX H. LEVY.....37 Liberty Street.

First Vice-President.

PAUL GOTTHEIL.....10 Bridge Street.

Second Vice-President.

Rev. Dr. H. PEREIRA MENDES.....99 Central Park West.

Treasurer.

CLARENCE J. HOUSMAN.....20 Broad Street.

Secretary.

ARTHUR M. WOLFF.....516 Fifth Avenue.

Trustees.

Term Expires October, 1913.

Benjamin F. Feiner,
Felix H. Levy,
David Oberndorf,
Samuel H. Guggenheimer,
George Rosenfeld,
Arthur M. Wolff,
Leo H. Hirsch,
Myron S. Falk.

Term Expires October, 1914.

Clarence J. Housman,
Theodore Sternfeld,
Walter W. Naumburg,
L. Napoleon Levy,
Benjamin Mordecai,
Ingomar Goldsmith,
Samuel M. Newburger.

Term Expires October, 1915.

Alfred Frank,
Paul Gottheil,
Herman Levy,
Rev. Dr. H. Pereira Mendes,
William Rosenberg,
Leo Sulzberger.

Assistant Secretary.

Rose Weinberger.

STANDING COMMITTEES.

School Committee.

Paul Gottheil, Chairman.....10 Bridge Street.
Alfred Frank, Rev. Dr. H. Pereira Mendes,
Ingomar Goldsmith, Arthur M. Wolff.

House Committee.

David Oberndorf, Chairman.....260 Church Street.
Ingomar Goldsmith, Benjamin Mordecai,
Leo H. Hirsch, Samuel M. Newburger,
Herman Levy, William Rosenberg,
Leo Sulzberger.

Finance Committee.

Benjamin Mordecai, Chairman.....30 E. 42nd Street.
L. Napoleon Levy, Walter W. Naumburg,
Clarence J. Housman, Theodore Sternfeld.

Library and Entertainment Committee.

Alfred Frank, Chairman.....136 West 21st Street.
Walter W. Naumburg, Theodore Sternfeld,
Leo Sulzberger.

MEDICAL BOARD.

Chairman Ex-officio.

David Oberndorf.....260 Church Street.

Consulting Physician.

Dr. A. Jacobi.....19 East Forty-seventh Street.

Attending Physician.

Dr. Sydney A. Stein.....158 East Seventy-second Street.

Oculist and Aurist.

Dr. E. L. Meierhof.....1140 Madison Avenue.

Surgeon.

Dr. Willy Meyer.....700 Madison Avenue.

Dermatologist.

Dr. H. Goldenberg.....Madison Avenue and Sixty-third Street.

Oral Surgeon.

Dr. William Carr.....35 West Forty-sixth Street.

Speech Consultant.

Dr. E. W. Scripture.....236 West Seventy-fourth Street.

Dentist.

Dr. H. B. Camerden.....121 West Seventy-eighth Street.

LITERARY DEPARTMENT.

Principal.

Harris Taylor, LL. D.

Secretary to the Principal.

Evelyn Krupp.

Supervising Teachers.

Edith M. Buell, *Grammar Grades.*
Julia M. Connery, *Intermediate Grades.*
Edith B. Nesbitt, *Primary Grades.*

Teachers.

Edith M. Buell,
Mary E. Biller,
Etta W. Bishop,
Amy M. Burke,
Josephine Bennett,
Julia M. Connery,
Grace Coffin,
Mrs. T. F. Driscoll,
Lauretta W. Eves,
Mabel G. Eddy,
Katherine E. Freck,
Phyllis Freck,
Claire Gipson,
Katherine B. Kidder,
Margaret C. McSherry,
Edith B. Nesbitt,
Marie P. Orr,
Florence M. Putnam,
Ethel M. Pomeroy,
Edith H. Radcliffe,
Elizabeth H. Strickland,
Jessie R. Warren,
Marion L. Woodward,
Grace C. Wheeler,
Jane Young.

Teachers of Drawing.

O. P. Fralick,
B. W. Bartram,
Lola C. Hine.

Substitute Teachers and Teachers in Training.

Esther Goodspeed,
Phyllis C. D. Macomber,
David I. Kaplan,
Mary C. Tetard,
Irene E. Tucker.

INDUSTRIAL DEPARTMENT.

Instructors.

Dressmaking.
Frieda von Schuckmann.

Plain Sewing.
Zoe Laporte.

Kindergarten Sewing.
Gertrude Mela.

Millinery and Embroidery.
Eunice E. Griffing.

Cooking.
Florence M. Hess.

Kindergarten Industrial Occupation.
Lola C. Hine.

Beginning Carpentry.
O. P. Fralick.

Cabinet Making.
F. Howard Covey.

Carpentry, Painting and Glazing.
Henry J. Muller, Henry Schlamp.

Tailoring.
Charles I. David.

Instructor in Physical Training.
David I. Kaplan.

OFFICERS OF HOUSEHOLD DEPARTMENT.

Superintendent.
Harris Taylor.

Secretary.
Rose Weinberger.

Assistant Secretary.
Evelyn Krupp.

Matron.
Mary J. Loughridge.

Assistant Matron.
Florence M. Hess.

Stewardess.
Annie Carroll.

Supervisors of Boys.

David I. Kaplan, Valide Koehler,
Diana Michael, Beatrice Jones.

Supervisors of Girls.

Florence Loughridge, Mary Gavagan,
Margaret Clements.

Nurse.
Mrs. Mary Caldwell.

Engineer.
William Barrett.

Watchman.
Thomas Regan.

REPORT OF THE PRESIDENT OF THE BOARD OF TRUSTEES.

The fiscal year just closed has happily been free from disturbing events. It was in general a year of quiet, faithful and efficient performance of duty on the part of all of those who are responsible for the execution of the purposes for which our Association was organized and exists. Our influence in the community, as one of the educational and charitable agencies for advancing the welfare and happiness of those who, from causes beyond their own control, require the assistance of others, has steadily increased.

The detailed reports of our committees and officers, which will be printed in full in our annual report and will be submitted to the Legislature at its fourthcoming session, make unnecessary an extended discussion of our affairs in this report.

Mr. David Oberndorf, a member of our Board of Trustees, has donated to the Institution the sum of $1,000, to be known as "The Blanche Oberndorf Prize Fund." The following legacies have also, during the past year, been bequeathed to the Institution: $1,000 by the last will of the late Alfred Krower; one building fund certificate by the late Leon Mandel; and building fund certificates amounting to $1,750 by the last will of the late Nathan Hermann. We gratefully acknowledge these acts of generosity and sincerely trust that they will serve as an example to others of the worthiness of our Institution for similar acts of benefaction.

During the past fiscal year active attention was given to the important subject of obtaining the consent of the public authorities to the sale by us of the premises now occupied by us under a lease from the city of New York, and to the use of the proceeds of such sale in the purchase and erection of a larger establishment in a less crowded section of the city. Through the efforts of Senator Saxe and Assemblyman Coleman, who respectively

represent the districts of the Senate and Assembly in which our Institution is located, the Legislature, at its last session, passed an act giving us the required permission. This act, however, required the approval of the Mayor of this city. Such approval was withheld by Mayor Gaynor in conformance with similar action taken by him in the case of a similar act which the Legislature had shortly before passed for one of our neighboring institutions, The Baptist Home Society. The Mayor made the suggestion that a commission of disinterested citizens be nominated by the various charitable institutions in our neighborhood who occupy their premises under leases from the city, to inquire into the subject. The institutions thus affected, including ours, have nominated a number of distinguished citizens who have expressed their willingness to serve on such a commission, but further action is being held in abeyance to await the outcome of proceedings now pending before the Board of Estimate and Apportionment on behalf of another charitable institution to obtain a similar permission to dispose of the site occupied by it. Upon the termination of these proceedings, we shall be in a better position to determine the further course which we ought to pursue.

Your careful attention is invited to the report of the Finance Committee, which will be presented at this meeting and printed in our annual report. It shows that our affairs have been economically administered, inasmuch as the budget allowance for expenses during the fiscal year was $89,536.58, whereas the amount actually used was $86,384.42, a saving from the budget estimate of over $3,000.

The Finance Committee finds it necessary, however, to make an increased allowance for the expenses of the coming fiscal year as compared with those of the past fiscal year. This increase of expenditure will make necessary renewed efforts on the part of our members to increase our income from private sources, that is, from dues of members and from donations and the like. It is therefore incumbent upon our members and, indeed, highly important that they should exert themselves in every way to increase the interest in our Institution and to add to the number of its members, so that our revenues may thereby be increased.

Attention is also called to the report of the Finance Committee as showing the steps which have been taken to reduce the amount of our indebtedness upon the outstanding building fund certificates. The gradual reduction of this indebtedness has been a matter of some concern to us for the past few years, having been made necessary by the ruling of the public authorities made some years ago to the effect that they would require us gradually to liquidate this indebtedness and to do so out of our private funds. Acting under this ruling, the amount of the building fund indebtedness has been gradually reduced so that the total amount of the same now outstanding is $24,437.50.

A course of rigid economy in the management of our Institution has resulted in keeping our financial affairs in a satisfactory condition. In many respects, however, this course of economy has been extended to such a degree that it has very often caused an impairment in some departments of our work. It is of course desirable that our work should not thus be hampered and that we should not be subjected to the need of forcing our economical administration any longer to such an extreme. For this reason, therefore, as well as for the purpose of meeting the increased demands which will be made upon us from time to time in the future, it is highly desirable that every effort be made to supplement our revenues by an increased membership and by arousing increased interest in our work so that charitable members of the community may have us in mind in making contributions for charitable work.

The work of our other standing committees, notably the School Committee and the House Committee, has continued in the same efficient manner as in previous years. These committees exercise the direct management and control of our internal affairs, and their work is therefore of the highest importance. Too much praise cannot be given to the members of these committees and, indeed, to all of our other committees, for their efficient and painstaking attention to their duties.

Our Principal, Dr. Harris Taylor, has been most assiduous and watchful in the performance of his manifold duties, and has maintained the efficiency of our corps of teachers upon the high plane which it has always occupied. His report, which will be

submitted to this meeting, is worthy of your particular attention, and I commend it to your careful consideration.

The Membership Committee recently compiled and issued a very interesting illustrated pamphlet setting forth the work of our Institution. Wide distribution has been given to this pamphlet, and it is to be hoped that it will result in enlarging the general acquaintanceship of the community with the useful work which we here perform. Many responses have been received from the issuance of this pamphlet in the way of applications for membership, and the attention of our members is called to the usefulness of distributing and calling attention to the pamphlet so as to further our efforts in increasing our list of members.

In pursuance of the action taken by our Board of Trustees during the past year, a bronze memorial tablet has been placed upon the walls of our Institution as a memorial to Isaac and Hannah Rosenfeld, who may justly be termed the founders of our Institution. Suitable arrangements have been made for the unveiling and dedication of the tablet at this meeting, and the Hon. Oscar S. Straus, who was for many years a trustee of our Institution, will deliver an address in connection with the unveiling.

Our Institution enjoys the distinction of being the pioneer in America of the schools for the deaf which employ the oral method of instruction. The advantages of the oral method have been generally recognized, and cannot be too strongly emphasized. Where the manual or sign method is used, communication is limited to such hearing persons as have themselves learned that method. The oral method is not so limited, but affords means of communication to all persons, without any necessity for previous instruction.

Not only is our Institution the oldest among the oral schools, but it has also won and maintained a position of equality among the leading schools for the deaf in the world with respect to efficiency in its work.

It also occupies the unique and important position of being the only school for the deaf in the United States conducted under Jewish auspices and control.

Upon all these grounds, we have a right to a feeling of real

pride in our Institution and its work; and we are justified in basing thereon an appeal to all charitably inclined persons for support in maintaining and enlarging the useful work in which we are engaged.

I therefore urge upon our members the importance of interesting their friends in our work, feeling assured that no one who will familiarize himself or herself with what we do here to ameliorate the condition of the children intrusted to our care, can fail to be deeply impressed with the importance of our undertaking and the thoroughness and efficiency with which it is carried out.

FELIX H. LEVY,
President.

New York City, December 2, 1912.

REPORT OF THE PRINCIPAL.

To the Board of Trustees of the Institution for the Improved Instruction of Deaf-Mutes:

GENTLEMEN.— I herewith submit, for your consideration, the following report on the affairs of the Institution for the year ending October 15, 1912.

The total number of pupils under instruction was 274; the number in attendance on October 15, 1912, was 234; the largest number present at one time was 251; the average daily attendance was 242.

The movement in population during the year was as follows:

	Boys.	Girls.	Total.
Pupils in the Institution October 15, 1911	127	117	244
Pupils admitted during the year	15	15	30
Total number of pupils under instruction	142	132	274
Pupils withdrawn during the year	26	14	40
Total number of pupils in attendance October 15, 1912.	116	118	234

Maintenance for the pupils in attendance on October 15, 1912, was provided as follows:

By the State of New York	112
By New York City	108
By various counties exclusive of New York City	7
By parents and guardians	3
By the Institution	4
Total	234

These pupils resided as follows:

New York City	219
Albany county	1
Columbia county	2
Orange county	2
Rockland county	1
Suffolk county	1
Washington county	1
Westchester county	6
New Jersey	1
Total	234

Pupils admitted during the year were maintained as follows:

	Boys.	Girls.	Total.
By the State of New York	...	1	1
By New York City	9	12	21
By various counties exclusive of New York City	1	1	2
By the Institution	5	1	6
Total	15	15	30

Six pupils were maintained out of funds other than public during their entire connection with the Institution, and two others were thus supported for part of their time of enrollment.

These new pupils resided as follows:

	Boys.	Girls.	Total.
New York county	12	9	21
Kings county	2	4	6
Queens county	...	1	1
Suffolk county	1	...	1
Westchester county	...	1	1
Total	15	15	30

An increase in the number of pupils made it necessary to form an additional class on the first day of January, 1912. Miss Phyllis Freck, a member of the class of teachers in training, was placed in charge of this class. Miss Ella L. Cannon withdrew, on February 10th, to be married; Miss Gertrude W. Croker resigned on February 18th, and Miss Helen H. Owen, on May 1st, to accept positions in the city day school for the deaf. These vacant positions were filled temporarily by Miss Grace Coffin, Miss Jessie R. Warren, and Miss Constance Quackenbos, members of the class of teachers in training. At the close of the school year the following teachers resigned: Mr. T. Brill, to become principal of the Mystic, Connecticut, Oral School for the Deaf; Mrs. Eliza S. Woddrop, to retire from the profession; Miss Ella A. Thompson, to be married; and Miss Lucy Doneghy, to teach in the Kentucky School for the Deaf. Without exception, the teachers who withdrew were earnest and faithful, and their resignations were accepted with regret. The positions thus made vacant have been filled by Miss Amy M. Burke, of the Ontario Institution for the Deaf and Dumb; Miss Marie P. Orr and Miss Jane Young, of the Illinois School for the Deaf; Miss Claire Gipson, of the Pennsylvania Oral School for the Deaf; and Miss Phyllis Freck, Miss Grace Coffin, and Miss Jessie R. Warren, of the class of teachers in training. The new teachers have conducted themselves in a manner to indicate that they are valuable additions to a corps of capable and conscientious instructors.

School opened on the eighteenth of September, 1912, with 25 literary teachers and an enrollment of 228 pupils. The number of pupils has since increased to 234, making the average number of pupils to the teacher less than ten. The literary department is under the immediate direction of three supervising teachers: Miss Edith M. Buell, grammar grades; Miss Julia M. Connery, intermediate grades; and Miss Edith B. Nesbitt, primary grades. Miss Buell directs the work of eight teachers; Miss Connery, of nine teachers; and Miss Nesbitt, of eight teachers. Matters pertaining to the course of study, methods, discipline, and the general welfare of the school are freely discussed by the supervising teachers and myself. The supervising teachers frequently hold meetings of the teachers of their respec-

tive groups, and general meetings of the teachers are held once a month, and more frequently if occasion demands. I am pleased to report a general earnest desire on the part of the teachers to co-operate in all efforts to soften the asperities of deafness, to make the pupils capable, self-reliant, and happy.

The general educational policy of the Institution to give the best possible instruction through speech and speech-reading remains unchanged; but much more attention has been given to pupils of retarded development and to the possibilities of aural instruction.

The progress of each child during his entire career as a pupil has been ascertained, as far as possible, and the possibilities of progress of each has been discussed by present and former teachers, supervising teachers, the school committee, and myself. These investigations, which began in November, 1911, were continued until the end of the school year. As a result, it was deemed advisable to grant certificates of honorable discharge to eight pupils who, while having made commendable progress, especially in the industrial department, had apparently attained their maximum of development, and to return to their parents seven children who apparently could receive no benefit from further instruction. On the eighteenth of September, 1912, an ungraded class was formed with a view to meeting the needs of pupils far below the normal in development.

Upon the recommendations of the school and house committees, I made, in conjunction with the aurist, tests of the hearing of the pupils with a view to physical treatment and to aural instruction. The aurist thinks that the hearing of a number of pupils, especially catarrhal cases, may be materially improved by systematic treatment. The pupils have been classified (1) as practically totally deaf, (2) as hearing vowels, (3) as hearing words. Mr. Clarence J. Housman has generously donated an oriphone to the Institution and aural instruction is being given to all pupils who can hear vowels through the instrument. The teacher's oriphone is the invention of Mr. Charles W. Harper; it was constructed, according to our instructions, to accommodate a teacher and six pupils; and is, I believe, the first instrument of this nature that has ever been used in a school for the deaf. This work has

not yet passed the experimental stage, but the results thus far have been so pleasing that I feel justified in saying much can be done to improve the voices of a large number of the pupils, and there is ground for hope that some can be trained to use their vestige of hearing to much better effect.

For a number of years the classes of the grammar grades have rotated and the teachers have concentrated their attention upon special subjects. This plan has proved so satisfactory that it has been extended to five intermediate classes.

Last year the special teacher of articulation introduced Melville Bell's visible speech symbols as an aid in correcting faults of speech of a few classes of the grammar grades. At the opening of school in September, 1912, it was decided to extend the use of these symbols to five classes of the intermediate grades. Visible speech symbols constitute the only scientific alphabet in existence. They are really diagrams of the positions of the vocal organs. In pronouncing sounds indicated by these symbols, one follows directions and the proper sounds will be produced. These symbols may be used with all articulate languages. A thorough knowledge of the symbols will enable one readily to pronounce words that one has never heard.

Application of the principles of the Muller-Walle method of teaching speech-reading has been continued and gradually extended, and in time will doubtless be used with even the primary classes.

All the pupils now receive instruction in drawing, Mr. O. P. Fralick instructing the higher classes; Mr. B. W. Bartram, the intermediate; and Miss Lola C. Hine, the primary classes. These teachers follow, with necessary modifications, the outline of the State syllabus for elementary schools.

The members of the Association for the Improved Instruction of Deaf-Mutes held their last annual meeting at the Institution on December 18, 1911. On this occasion, Dr. Alexander Graham Bell gave an address on the education of the deaf, and there was an exhibition of school work.

On the eighteenth of June, 1912, the closing exercises were held and the following pupils received diplomas from the President:

Leo Berzon, Mary Hornstein,
Mabel Cox, Paul Murtagh,
Hirsch Friedman, Charles Ruzek,
Lily Robinson.

Certificates of honorable discharge were received by the following pupils:

Frank Bonner, Louis Gallub,
Sadie Cohen, Harold Halliday,
Russell Cole, Bessie Levy,
Annie Donsky, Harry Schoenholtz.

On this occasion prizes for general improvement were distributed as follows:

LITERARY DEPARTMENT.

First Department	Mabel Cox.
Second Department	Bertha Horowitz.
Class V	Leo Berzon.
Class IV	Louis Borowick.
Class III	Joseph Mortellaro.
Class II	Carl Friedman.
Class I	Gretchen Straub.
Class F	Hyman Gordon.
Class E2	Bessie Wisnefsky.
Class E1	Hedrika Jandeka.
Class D3	Samuel Galowenchek.
Class D2	Katie Libowitz.
Class D1	Gussie Schramm.
Class C2	Reuben Lieber.
Class C1	Samuel Michaels.
Class B4	Bessie Goldman.
Class B3	Marie Ganeles.
Class B2	Gideon Berman.
Class B1	Rose Saltzman.
Class A5	Sylvia Schlanger.
Class A4	Mary Besson.
Class A3	Esther Simches.
Class A1	Lena Hirson.

Introductory 3	Teddy Jacobs.
Introductory 2	Benjamin Beltsendler.
Introductory 1	Abraham Harris.
Drawing	Calman Davis.
Drawing	Ruth Weingarten.

Industrial Department.

Cabinet-making	Tow Hellberg.
Beginning carpentry	Joseph Griaco.
Tailoring	Harry Schoneholtz.
Dressmaking	Fannie Schwartz.
Plain sewing	Frieda Fleischer.
Kindergarten occupation	Israel Liebman.
Kindergarten sewing	Bessie Goldberg.
Cooking	Mary Hornstein.
Physical training	Antonio Ponte.

The class of teachers in training at the close of school in June, 1912, consisted of six members. Of these, Miss Jessie R. Warren, Miss Phyllis Freck and Miss Grace Coffin were added to our corps of instructors; Miss Lucy E. Coffin became a teacher in the Albany Home School for the Deaf, and Miss Constance Quackenbos accepted a similar position in the Pennsylvania Oral School for the Deaf. Two members who entered late returned in September to complete their course of training. The present class consists of Mr. David I. Kaplan, New York city; Miss Mary C. Tetard, New York city; Miss Phyllis C. D. Macomber, Seal Harbor, Maine; Miss Esther Goodspeed, Fitchburg, Massachusetts; and Miss Irene E. Tucker, New Rochelle, New York.

In the industrial department Miss Gertrude Mela has succeeded Miss Mabel Stokes as instructor in kindergarten sewing, and Miss Stokes has taken the place of Miss Ruth Arnold as dressmaker's assistant. Miss Eunice Griffing has succeeded Miss Evelyn Brainard as instructor in millinery. Owing to her severe illness, Miss Louise Nesbitt, instructor in cooking, has received a leave of absence, and her position is temporarily filled by Miss Margaret J. Gibson. Industrial drawing has been added to the industries taught, and Mr. B. W. Bartram has been engaged as

instructor. In this department greater emphasis has been placed upon the necessity for intelligent and sympathetic co-operation between the teachers of the industrial and literary departments. The teachers of the industrial department have generally shown a spirit of earnestness and have instructed their pupils with an application of pedagogic principles that command approval.

The ninth summer meeting of the American Association to Promote the Teaching of Speech to the Deaf was held in Providence, Rhode Island, from June 25 to July 2, 1912. The Institution was represented by your principal, two supervising teachers, twelve teachers, the assistant matron, two teachers in training, and a class of eight pupils. Papers were read by Miss Edith M. Buell and myself. Exhibitions of schoolroom work in arithmetic and geography were given under the direction of Mrs. T. F. Driscoll and Miss Elizabeth H. Strickland. The demonstrations of school work were among the most interesting features of the summer meeting.

The household department, under the immediate direction of the matron, has been conducted with a view to the happiness of the inmates and the greatest comfort consistent with the means of the Institution. The matron has been ably assisted by the other officers. The stewardess, no less than the matron, has shown herself capable and faithful in the discharge of her duties. The assistant secretary and the secretary to the principal have done all they could to relieve me of office details. I am glad to inform you that there have been no changes among the officers of the household department.

Twenty-four pupils remained under the care of the Institution during part of the summer vacation and seventeen during this entire period. An ample staff of supervisors gave these children all necessary attention and friends entertained them in various ways. Thanks to Mr. Henry L. Calman and the Children's Aid Society, the girls enjoyed an outing of two weeks at Bath Beach and the boys as long a time in camp at Denville, New Jersey.

Within the last two years the expense for repairs and improvements has decreased. During the past summer vacation the cornice of the south side, two bedrooms, five lavatories, two schoolrooms, the pupils' dining room, the kitchen and vegetable room,

the stewardess' office, the parents' reception room, eight bathrooms, and parts of the main halls were painted. The cellar was whitewashed and numerous minor repairs were made in the laundry and elsewhere. New blackboards were placed in nearly all of the schoolrooms, and a number of new desks were found necessary to meet the requirements of an increased pupilage. Numerous cabinets and closets, made by the class in cabinet-making, have proved to be of great convenience to the matron and others. New filing devices and a fireproof safe, a gift from Mr. William Rosenberg, have added materially to the safety and ready accessibility of the office records.

The hospital records show that during the year there were nine cases of measles, eleven cases of chicken-pox, and one case of mumps. There were thirty-five operations for enlarged tonsils and adenoid growths. As recommended by the Medical Board, all the pupils have been weighed monthly and the records are submitted to the attending physician. All children upon entering are carefully examined by the attending physician and the oculist and aurist and later by the dentist. Teachers and officers are instructed to report to me all cases of suspected illness, however trivial. All the members of the Medical Board have shown a willingness — I should say, an eagerness — to respond to every call for their advice and assistance. The result of this constant care is shown by the general good health of the pupils and by the fact that all infectious and contagious diseases have been confined to a very few cases. For further information in regard to the physical welfare of the pupils, I respectfully refer you to the reports of Dr. Sydney A. Stein, attending physician; Dr. E. L. Meierhof, oculist and aurist; and Dr. H. B. Camerden, dentist.

I wish to express my sincere gratification to the members of the Board of Trustees for their advice and assistance and to the officers, teachers and employees for the general spirit of devotion to the Institution and the cause that it represents.

For special contributions, our thanks are extended to the following persons:

Mrs. George Rosenfeld, toys.

Mr. Leo H. Hirsch, buttons.

Mr. Benjamin Mordecai, books and carfare to Hippodrome.

Mrs. E. L. Meierhof, bathrobe, neckties, skates.
Mrs. David Oberndorf, flannel petticoats.
Mr. Arthur M. Wolff, magazines.
Mrs. J. R. Wolff, entertainment for children.
Unknown Friend, toys.
Miss Reba Stephens, toys.
Mr. Herman Levy, ribbons.
Mr. William Rosenberg, toys, safe for office and magazines.
Dr. H. Pereira Mendes, chanukah party.
Messrs. J. B. McCoy & Co., chandeliers.
Mrs. Thomas E. Satterthwaite, cake.
Mr. Paul Gottheil, pictures, books and magazines.
Messrs. Barnum & Bailey, tickets for performance.
Mr. Clifford Potter, tickets for Hippodrome performance.
Mr. Lee Shubert, tickets for Hippodrome performance.
House of Childhood, use of Montessori materials.
The Misses Levy, toys.
Mrs. Sparks, books and toys.
Junior League of the Spanish and Portuguese Synagogue, magazines.
Mrs. Jacob F. Loeb, donation of $25 for entertainment of children.
Miss Agnes H. Levy, flowers and toys.
Mr. Edward L. Sykes, longcloth.
Mrs. Joseph Drake, flowers.
Mr. Colgate, magazines.
Hon. Francis B. Harrison, books.
Unknown Friend, magazines.
Mr. Lester M. Newburger, candies.
Miss Helen and Master Lawrence Goldstone, toys.
Congregation Shearith Israel, barrel of apples.
Mr. Ingomar Goldsmith, books.
Mrs. J. Loeb, treat for children.
Felix H. Levy, Esq., treats for children.
Mr. H. M. Hamilton, outing for children.
Mr. Clarence J. Housman, Harper oriphone.

Respectfully submitted,

HARRIS TAYLOR,
Principal.

REPORT OF THE ATTENDING PHYSICIAN.

To the Board of Trustees of the Institution for the Improved Instruction of Deaf Mutes:

Gentlemen.— Herewith I have the honor of submitting my annual report. The Institution has been singularly free from diseases of an infectious nature. Two cases of measles were removed to the hospital, and no other cases occurred. One boy was operated upon, through the courtesy of Dr. Elsberg, at the Neurological Hospital. The weights of the children showed a normal gain in weight with great uniformity throughout the school. There were no deaths or any serious accidents.

In conclusion, allow me to thank the officers for their readiness in carrying out any suggestions for the welfare of the children, and also the consulting staff for their valuable assistance.

Respectfully submitted,

SYDNEY A. STEIN,

Attending Physician.

REPORT OF THE OCULIST AND AURIST.

To the Board of Trustees of the Institution for the Improved Instruction of Deaf Mutes:

Gentlemen.— During the past year the work of examining and correcting the vision of all the pupils of the Institution was completed, in addition to which revision in some of the cases has been made. The best vision obtainable is especially necessary to the deaf when oral instruction is given.

In order to utilize the remnant of hearing frequently found in deaf children, all of the pupils were examined and a classified list made giving the various grades of hearing. This classification was found to represent cases ranging from practically absolute loss of sound perception to hearing for moderate speech, and Dr. Taylor has accepted my suggestion for a class or classes to be formed to carry on conversation or instruction through hearing alone. The oriphone is to be employed in an intermediate manner for those children that cannot at first participate by the direct method of conversation.

The Institution, with the exception of a few cases of pink eye, has been free from infectious eye diseases.

Respectfully submitted,

EDWARD L. MEIERHOF,
Oculist and Aurist.

REPORT OF THE ATTENDING DENTIST.

To the Board of Trustees of the Institution for the Improved Instruction of Deaf-Mutes:

GENTLEMEN.— I have the honor to submit herewith my annual report:

Treatment for pulpitis-pericementitis	275
Amalgam fillings	44
Cement fillings	46
Gutta percha	12
Roots filled	25
Nerves capped	23
Teeth extracted	121
Cleanings	18
Further treatment of the superior maxillary bone	1
Abscesses treated	50

I have examined the teeth of every child in the school, and am continuing the chart and card system showing the condition of each pupil's teeth and work I have performed.

Respectfully submitted,

HENRY B. CAMERDEN,
Dentist.

ANNUAL REPORT OF THE FINANCE COMMITTEE FOR THE YEAR ENDING AUGUST 31, 1912, WITH ESTIMATED BUDGET FOR YEAR ENDING AUGUST 31, 1913.

The Finance Committee herewith hands you its annual report for the year ending August 31, 1912, together with estimated budget for year ending August 31, 1913.

Under Schedule No. 1 is shown the amounts allotted to the various committees for their expenses for the fiscal year, showing the estimated requirements to be $94,504.88.

Under Schedule No. 2 we show you the estimated amount of the receipts for the year ending August 31, 1913, with estimated receipts from public funds separated from the estimated receipts from private funds, and compared with the earnings for the year ending August 31, 1912, from the same sources; which show the estimated receipts for the fiscal year to be $88,073, whereas the actual earnings for the past year were $90,853.14, showing that the total estimated receipts are $2,780.14 less than the earnings for the past year. However, we are in hopes that with the efforts of our members, we will be able to raise additional moneys from private sources so as to make a better showing at the end of the fiscal year.

Under Schedule No. 3 is shown the comparison between the amounts appropriated in the year ending August 31, 1912, with the amounts used in the same period, and also with the amounts allowed for the year ending August 31, 1913.

This statement shows that the amounts allowed to the various committees for 1911 to 1912 were $89,536.58, and the amount actually used was $86,384.42, a saving over the budget estimate of $3,152.16. The amount allowed in the budget to the various committees for the year ending August 31, 1913, is $94,504.88.

Under Schedule No. 4 is shown the comparative statement of the expenditures for the year ending August 31, 1911, and year ending August 31, 1912, which shows an increase in expendi-

tures last year of $2,375.57, which your committee believes is a good showing, inasmuch as many more children were clothed, fed and taught in the year ending August 31, 1912, than in the year ending August 31, 1911.

Under Schedule No. 5 is shown a comparison of the actual receipts for the year just ended with budget estimate of receipts for the same period.

The Finance Committee charged off to depreciation $221.42, and by so doing made the "Building and Improvements Account" offset exactly the "Reserve Account" so that these two accounts now balance one another.

Your committee has instructed the assistant secretary that the interest on all endowment funds be considered as interest income and credited to the interest account, with the exception of the interest on those funds for which special provision was made by the donors as to the disposition of the income.

Referring to the various funds held in trust, would say that they are invested as follows:

General Endowment fund of $5,176.25 invested in:

2 Northern Pacific Railway Co., General Lien Railway and Land Grant 3s (par value $5,000 and $1,000 each), due January 1, 2047.

1 Chicago, Burlington & Quincy R. R. Co., General Mortgage 4s, par value $1,000, due March 1, 1958.

Bertha Naumburg fund of $5,000 invested in:

1 Bond State of New York, 4 per cent., issue of January, 1911, loan for canal improvement, due January, 1961, par value $5,000.

Isaac & Hannah Rosenfeld fund invested in:

4 Chicago & Northwestern Railway Co., Extension 4s, due August 15, 1926, par value $1,000 each.

1 Atchison, Topeka & Santa Fe Railway Co., General Mortgage 4s, due October 1, 1995, par value $1,000.

The 15 per cent. payment made on account of the Goldenberg and Chaim building fund certificates, amounting to $187.50, together with $6.20 added thereto by Mr. Clarence J. Housman, are invested in:

2 Colorado & Southern Railway Co., Refunding and Extension Mortgage 4½s, due May 1, 1935, par value $100 each.

All the bonds have been registered in the name of the association and are in charge of the Farmers' Loan & Trust Co.

We hand you herewith report of the American Audit Company of their audit down to August 31, 1912, which audit confirms the accounts as shown on our books.

An effort was made this year to retire some of the building fund certificates in the same manner that they were retired last year, namely, by asking from the holders of the certificates bids for the sale of same, the intention being to retire those certificates offered at the lowest prices. However, this did not meet with any success, and the committee therefore determined to retire 15 per cent. of the face value of each certificate outstanding, so that all certificate holders would share alike. The certificates outstanding at the time this resolution was made were $28,750, the 15 per cent. to be retired amounted to $4,312.50, and this amount was appropriated to the Finance Committee for the above purpose.

Respectfully submitted,

BENJAMIN MORDECAI,

Chairman of the Finance Committee.

Schedule No. 1.

Amounts Recommended to be Appropriated to Various Committees for the Year Ending August 31, 1913.

	Amount Recommended.	
For School Committee.		
Industrial school supplies	$1,125 00	
School supplies	1,050 00	
Salaries	28,575 00	
		$30,750 00
For Finance Committee		200 00
For library committee		325 00
For membership committee		500 00
For House Committee.		
Clothing, boots and shoes	$5,500 00	
Fuel and light	4,200 00	
Furniture, beds and bedding	2,000 00	
Medicine and medical supplies	300 00	
Provisions and supplies	20,000 00	
Ordinary repairs	4,500 00	
Salaries and wages	18,000 00	
		54,500 00
For Office.		
Insurance and taxes		700 00
Miscellaneous		750 00
Printing and postage		1,000 00
Fixed Charges.		
Interest building fund certificates		779 88
For retiring building fund certificates		5,000 00
		$94,504 88

SCHEDULE No. 2.

COMPARISON, ESTIMATED RECEIPTS FOR YEAR 1912–1913 WITH EARNINGS FOR YEAR 1911–1912.

Estimated Receipts from Public Funds for 1912–1913.		*Amount Earned from Public Funds for* 1911–1912.	
State pupils clothed by county, 89 at $355	$31,595 00	Dues of pupils invoiced	$74,354 37
State pupils not clothed by county, 26 at $325	8,450 00	Dues of pupils, accrued but not invoiced	6,043 17
County pupils clothed by county, 100 at $325	32,500 00		
County pupils clothed by parents, 5 at $295	1,475 00		
County pupils for whom we have applications on file, 8 at $325	2,600 00		
Pay pupils, 3 at $325	975 00		
	$77,595 00		$80,397 54

Estimated Receipts from Private Funds for 1912–1913.		*Amounts Earned from Private Funds for* 1911–1912.	
Probable receipts from members, donors, etc.		Received from members, donors, etc.	
Donors	$800 00	Donors	$850 00
Asso. donors	50 00	Patrons	1,925 00
Patrons	1,925 00	Members	6,335 00
Members	5,890 00		
Asso. members	420 00		
	9,085 00		9,110 00

Sundry Estimated Receipts for 1912–1913.		*Sundry Receipts,* 1911–1912.	
Estimated interest on deposits	500 00	Received interest on deposits	594 67
Estimated interest on investments	400 00	Donations	247 75
Teachers in training	493 00	Interest on investments	286 38
		Teachers in training	216 80
Total estimated receipts, 1912–1913	$88,073 00	Total earnings, 1911–1912	$90,853 14

Schedule No. 3.

Comparison Between Amounts Appropriated in 1911–1912 with Amounts Used in 1911–1912 and also with Amounts Appropriated for the Year 1912–1913.

	Allowed.	*Used.*	*Allowed.*
House Committee.	1911–1912.	1911–1912.	1912–1913.
Clothing, boots and shoes	$5,000 00	$5,021 31	$5,500 00
Fuel and light	4,500 00	4,649 28	4,200 00
Furniture, beds and bedding	2,500 00	3,342 18	2,000 00
Medicine and medical supplies	500 00	285 63	300 00
Provisions and supplies	20,000 00	19,042 18	20,000 00
Ordinary repairs	4,000 00	2,917 33	4,500 00
Salaries and wages	18,000 00	17,138 65	18,000 00
School Committee.			
School supplies	875 00	641 30	1,050 00
Industrial school supplies	880 00	773 31	1,125 00
Salaries	24,856 58	24,208 95	28,575 00
Office.			
Insurance and taxes	700 00	687 72	700 00
Miscellaneous	300 00	713 83	750 00
Printing and postage	1,000 00	930 30	1,000 00
General.			
Finance committee	250 00	200 00	200 00
Library committee	250 00	222 45	325 00
Membership committee	.....	.....	500 00
Fixed Charges.			
Interest building fund certificate	925 00	917 50	779 88
Redemption fund	5,000 00	4,312 50	5,000 00
Memorial tablet	.....	380 00	.....
	$89,536 58	$86,384 42	$94,504 88

SCHEDULE No. 4.

COMPARATIVE STATEMENT OF EXPENSES FOR FISCAL YEARS ENDING AUGUST 31, 1911, AND AUGUST 31, 1912.

	1910–11.	1911–12.	*Increase.*	*Decrease.*
Auditing	$265 50	$200 00	.....	$65 50
Clothing, boots and shoes	4,752 78	5,021 31	$268 53	.....
Fuel and light	4,368 51	4,649 28	280 77	.....
Furniture, beds and bedding	2,539 54	3,342 18	802 64	.....
Industrial school supplies	765 66	773 31	7 65	.....
Insurance and taxes	762 10	687 72	.....	74 38
Interest payable	944 75	917 50	.....	27 25
Library committee	128 57	222 45	93 88	.....
Medicine and medical supplies	504 64	285 63	.....	219 01
Miscellaneous	1,185 28	713 83	.....	471 45
*Ordinary repairs (including depreciation, $221.42)	7,293 64	3,138 75	.....	4,154 89
Printing and postage	1,167 33	930 30	.....	237 03
Provisions and supplies	18,267 59	19,042 18	774 59	.....
Salaries and wages	37,613 50	41,347 60	3,734 10	.....
School supplies	745 88	641 30	.....	104 58
†Stock, one share	.....	25 00	25 00	.....
Memorial tablet	.....	380 00	380 00	.....
Retiring building fund certificates	2,950 00	4,312 50	1,362 50	.....
	$84,255 27	$86,630 84	$7,729 66	$5,354 09
Net increase				2,375 57
				$7,729 66

* It will be noted that above differs from Schedule No. 3 in amount used for fiscal year just ended, inasmuch as above includes $221.42 depreciation (credited to "Reserve Account" in order to bring this account into balance with "Buildings and Improvements"). The year 1910–11 included the large amount spent that year for new fire escapes.

† This item is omitted in Schedule No. 3. It was the amount invested in one share of Institution Purchasing Co. which was not desirable to carry as an asset and was charged off into expense account.

SCHEDULE NO. 5.

COMPARISON, ACTUAL RECEIPTS FOR FISCAL YEAR ENDING AUGUST 31, 1912, WITH BUDGET ESTIMATE OF RECEIPTS SEPTEMBER 1, 1911.

Estimated Receipts from Public Funds.		*Actual Earnings from Public Funds.*	
Budget Est. Receipts, Sept. 1, 1911.		Actual receipts 1911–12.	
From Fees for Pupils.			
State pupils clothed by county, 87 at $355.....	$30,885 00	Dues of pupils invoiced..	$74,354 37
State pupils not clothed by county, 33 at $325..	10,725 00	Dues of pupils accrued but not invoiced	6,043 17
County pupils clothed by by county, 105 at $325.	34,125 00		
County pupils clothed by parents, 14 at $295....	4,130 00		
Pay pupils, 2 at $325....	650 00		
	$80,515 00		$80,397 54

Estimated Receipts from Private Funds.			*Actual Earnings from Private Funds.*		
From Dues:			Received from Members:		
Donors	$700		Donors	$850	
Asso. donors.....	50		Patrons	1,925	
Patrons	1,650		Members	6,335	
Members	5,575				9,110 00
		7,975 00	Interest on deposits		594 67
Estimated interest on deposits		400 00	Interest on investments..		286 38
Estimated from teachers in training		150 00	Donations		247 75
			Teachers in training.....		216 80
		$89,040 00			$90,853 14

REPORT OF THE TREASURER FOR THE FISCAL YEAR ENDING AUGUST 31, 1912.

Mr. FELIX H. LEVY, *President, Association for the Improved Instruction of Deaf-Mutes:*

DEAR SIR.— I submit herewith my report as treasurer of the Association for the Improved Instruction of Deaf-Mutes, for the fiscal year ending August 31, 1912, in accordance with the by-laws of said Association. The balances resulting from movements of cash for the year agree with those shown in the report of the American Audit Co. of the same date.

I am holding for the Association eleven bonds aggregating $17,200, in which the various endowment funds are invested, as detailed in the report of the Finance Committee.

Very truly yours,

C. J. HOUSMAN,
Treasurer.

RECEIPTS.

From dues of pupils	$83,188 26
From dues of members	6,355 00
From dues of patrons	1,915 00
From dues of donors	850 00
From donations	237 75
From interest on deposits	857 10
From fees, teachers in training	817 33
From interest on investments	580 00
Isaac and Hannah Rosenfeld fund	1,042 67
Bertha Naumburg fund	5,000 00
Endowment fund	1,000 00
As trustee of Goldenberg and Chaim building fund certificates, 15 per cent. payment thereon	187 50
School Committee's contribution for industrial department prizes	75 00

From miscellaneous sources:			
Industrial school supplies	$17 00		
Printing and postage	68 50		
Provisions and supplies	54 66		
		$140 16	
			$102,245 77
Bank balance on hand September 1, 1911			19,864 68
			$122,110 45

DISBURSEMENTS.

Industrial school supplies	$790 11
Salaries and wages	40,151 90
Provisions and supplies	19,170 52
Clothing, boots and shoes	4,979 00
Fuel and light	4,420 11
Medicine and medical supplies	284 98
Furniture, beds and bedding	3,205 48
Printing and postage	1,036 69
Ordinary repairs	3,135 19
Insurance and taxes	669 06
School supplies	641 30
Teachers' allowance	708 20
Auditing	200 00
Library	197 65
For investment of Isaac and Hannah Rosenfeld fund	1,001 25
For investment of endowment fund.	5,223 39
For investment of Bertha Naumburg fund	5,178 06
Miscellaneous	711 35
Dr. Elzas' salary	600 00
Supervising teachers, from fees of teachers in training	634 53
Rosenfeld memorial tablet	380 00
Payment on building fund certificates	4,312 50

Interest payable	$860 00		
Goldenberg prize fund...	50 00		
Chaim prize fund.....	7 50		
		$917 50	
Farmers' Loan & Trust Co., to cover check not honored.....		30 00	
			$98,578 77
Bank balance on hand September 1, 1912.....			$23,531 68
Petty cash on hand September 1, 1912.....			47 25
Total cash on hand September 1, 1912.....			$23,578 93

CERTIFICATE OF INCORPORATION OF THE ASSOCIATION.

In the Matter of the Application of "The Association for the Improved Instruction of Deaf Mutes" to Become a Body Corporate.

The subscribers being of full age, citizens of the United States and citizens of and residents within the State of New York, hereby certify that they desire to associate themselves together for benevolent, charitable and scientific purposes hereinafter expressed; and that they and their successors may become a body politic and corporate under and by virtue of the act of the Legislature of the State of New York for the incorporation of benevolent, charitable, scientific and missionary societies, passed April 12, 1848, and the acts amendatory thereof, they do hereby, in compliance with the said acts, make, sign and acknowledge this certificate in writing as follows, to wit:

Firstly.

The name and title by which such society shall be known in law is "The Association for the Improved Instruction of Deaf-Mutes."

Secondly.

The business thereof shall be conducted in the city and county of New York.

Thirdly.

The particular business and objects thereof shall be:

To introduce the articulate method of instructing deaf mutes as practiced in Germany, by the establishment of an institution based upon the eclectic system.

To provide for the instruction and support of poor deaf mutes.

Fourthly.

The trustees of such society shall be fifteen in number.

Note.— The number of the Trustees was increased to twenty-one by certificate filed in the office of the Secretary of State on November 2, 1910, and in the office of the Clerk of the County of New York on November 3, 1910.

Fifthly.

The names of the trustees of such society for the first year of its existence as a corporation are as follows: Mark Blumenthal, Isaac Rosenfeld, Jacob Silberman, Cornelius Rose, Adolphus G. Mandel, Isaac S. Solomon, S. D. Rosenbaum, Lewis J. Phillips, Philip Frankenheimer, Jonas Sonneborn, I. Solis Ritterband, James H. Hoffman, S. M. Peyser, Siegmund T. Meyer, Leopold Bamberger.

In witness whereof they have hereunto set their hands and seals at the city of New York, this 7th day of January, 1869.

[L. S.] MARK BLUMENTHAL,
[L. S.] L. P. PHILLIPS,
[L. S.] JACOB SILBERMAN,
[L. S.] JAMES H. HOFFMAN,
[L. S.] CORNELIUS ROSE,
[L. S.] ISAAC ROSENFIELD.

STATE OF NEW YORK,
City and County of New York, } *ss.*

On the seventh day of January, one thousand eight hundred and sixty-nine, before me personally appeared Mark Blumenthal, Lewis J. Phillips, Jacob Silberman, James H. Hoffman, Cornelius Rose and Isaac Rosenfeld, to me known to be the individuals described in and who executed the foregoing certificate and severally acknowledged to me that they signed and executed the same for the uses and purposes therein mentioned.

MYER S. ISAACS,
Notary Public, New York City.

INDORSEMENT.

I approve of the within certificate as to its form and manner of execution, and consent that it be filed in the office of the Secretary of State of New York and clerk of the city and county of New York.

Dated, New York, January 8, 1869.

D. P. INGRAHAM,
Justice.

(Filed *January* 11, 1869.)

STATE OF NEW YORK,
City and County of New York, *ss.:*

I have compared the preceding with the original certificate of incorporation of The Association for the Improved Instruction of Deaf Mutes, with the acknowledgment thereto annexed, filed in this office on the ninth day of January, 1869, and hereby certify the same to be a correct transcript therefrom and of the whole of said certificate.

Witness my hand and seal of office of the Secretary of State, at the city of Albany, this ninth day of January, one thousand eight hundred and sixty-nine.

D. WILLERS, JR.,
Deputy Secretary of State.

BY-LAWS.

Article 1.— Of the Members.

Section 1. There shall be nine grades of members, to wit: associate members, members, patrons, associate donors, donors, contributors, life members, life donors and honorary members.

§ 2. Any person may become an associate member, a member, a patron, an associate donor, a donor or a contributor, on being proposed at a regular meeting of the board of trustees or of the association, and elected thereat, or at any subsequent meeting of the board, by unanimous vote of those present and entitled to vote at such meeting. Associate members shall pay five dollars annually, members shall pay ten dollars annually, patrons shall pay twenty-five dollars annually, associate donors shall pay fifty dollars annually, donors shall pay one hundred dollars annually, and contributors shall pay two hundred and fifty dollars annually.

§ 3. Any person, on payment of five hundred dollars may, in the same manner, be elected a life member; and any person on payment of one thousand dollars may, in the same manner, be elected a life donor.

§ 4. The board of trustees shall have power to elect as honorary members persons of distinction, and such as have rendered eminent service to the association. The said board, by a three-fourths vote of the members present at any regular meeting, shall also have the power to strike from the roll for good and sufficient causes, such as are or may hereafter be elected honorary members, provided notice of such intended action shall have been given at a previous meeting, and the member afforded a reasonable opportunity to present his objection.

§ 5. Members, patrons, associate donors, donors, contributors, life members and life donors only, shall have the privilege of voting or holding office.

§ 6. The board of trustees shall have power to remit the annual dues of any member who shall at the time of the passage of this amendment be a member in good standing of the association.

§ 7. A member of any class who shall be more than twelve months in arrears in the payment of his dues may be stricken from the roll, at any meeting of the board of trustees, without any notice to such member, by a majority vote.

Article II.— Of Meetings.

Section 1. The annual meeting of the association shall take place during the second half of the month of October, at such time and place as the board of trustees shall appoint; written notice thereof shall be sent to each member at least ten days before the date set therefor. At such meeting the annual report of the board shall be read, and such other business transacted as may properly come before the meeting. Before the election of trustees at such meeting, two inspectors of election shall be chosen by the members present. They shall act as tellers of the vote, and shall report the result thereof to the president.

§ 2. A special meeting of the members of the association may be called at any time by the board of trustees,and shall be called at any time upon the written application of ten members, duly signed by them and addressed to the secretary.

§ 3. Written notice of any special meeting of the association shall be sent every member at least five days before the day set therefor, and the object of such meeting shall be stated in the call.

§ 4. The members present at any regular meeting of the association shall constitute a quorum. To constitute a quorum at any special meeting at least twenty voting members must be present.

Article III.— Of the Board of Trustees.

Section 1. The board of trustees shall consist of twenty-one members, who shall be chosen as hereinafter set forth. In it shall be vested all executive powers of the association, and, in particular, the care, maintenance and supervision of the institution carried on by it. It shall have power by a two-thirds vote of all its members to pledge the credit of the association by proper instrument or any other method to borrow money to carry out the purposes of the association.

§ 2. At each annual meeting of the association, seven trustees shall be elected by a majority of all the votes cast, who shall take

the place of the seven trustees whose terms of office then expire. They shall serve for three years, or until their successors respectively are elected or appointed.

§ 3. It shall, at the first meeting following the annual meeting, elect from among its members a president, a first vice-president, a second vice-president, a treasurer, and a secretary, each of whom shall hold office for one year, or until his successor is appointed. It shall, at that meeting, appoint an assistant secretary, who shall hold his position at the pleasure of the board.

§ 4. It shall also at that meeting select from among its members the members of the following committees:

(*a*) The house committee.

(*b*) The school committee.

(*c*) The finance committee.

(*d*) The library and entertainment committee.

And it shall appoint the chairman thereof. Each of these committees shall consist of at least three members.

§ 5 The board shall, at its meeting next preceding the annual meeting of the association, appoint a committee of three, which shall prepare a slate of officers for the ensuing year to submit to the board at its succeeding meeting. The committee shall consist of members of the board or of members of the association, or of both.

§ 6. The board shall have power to appoint special committees at any time, and for any purpose deemed proper by it, and to delegate to such special committees any of its powers.

§ 7. The board of trustees shall submit to the annual meeting of the association a detailed report of the affairs of the association and of the proceeding of the board and of its committees.

§ 8. The board shall fill any vacancy among its members until the next annual meeting of the association.

§ 9. The board shall meet regularly at least once in every month, except in the months of July and August. Special meetings of the board may be called at any time by the president, or by any three trustees by written application duly signed by them addressed to the secretary, and stating the object of the meeting. Eight members shall constitute a quorum. At any regularly called meeting where less than a quorum shall be present, however, at

least five members of the board may constitute themselves an executive committee of the board for the purpose of passing the regular duly audited bills and the transacting of necessary routine business and taking action on such matters as may not bear delay.

§ 10. Written notice of every meeting of the board shall be sent by mail to every member at least three days before the date set therefor.

Article IV.— Of the Officers, Committees and Principal.

Section 1. The president shall preside at all meetings of the members of the association and of the board of trustees; appoint all special committees unless otherwise ordered by the board; sign all orders for the payment of money, and authenticate all documents when so directed by the board. He shall be ox-officio a member of all committees. In the absence of the president the first vice-president shall act as president pro tem. In the absence of the president and first vice-president, the second vice-president shall act as president pro tem. In the absence of the president and both vice-presidents the board shall appoint a president pro tem.

The Vice-Presidents.

Section 2. Either vice-president, or any president pro tem., appointed by the board in case of the absence of the president and vice-presidents, or their inability to perform the duties of the office, shall, during such absence or disability, be competent to perform all acts pertaining to the office of president.

The Treasurer.

Section 3. The treasurer shall, before entering upon his duties, give a bond approved as to form and amount by the board of trustees, which shall cover his tenure of office, and be conditioned upon the faithful performance of his duties. He shall collect all money due the association, which shall be deposited in the name of the association in banks or trust companies designated by the board; sign orders for all money directed to be paid by the board; lay before the board at every stated meeting thereof an account of the receipts and expenditures for preceding month, and of the financial status of the association. He shall have charge of

all bonds, mortgages and other securities belonging to the association, which shall be kept under the direction of the committee on finance, and he shall annually submit to the board a detailed list of the same, and shall, prior to the annual meeting of the members of the association, in October, submit to the president his annual report up to the thirty-first day of August. In case of the absence of the treasurer, or of his inability to act, he shall appoint for the period of such absence or inability a treasurer pro tem. from among the members of the board, who shall incur all obligations and perform all duties incident to the office of treasurer, without, however, relieving the treasurer of his bond.

The Secretary.

Section 4. The secretary shall keep correct minutes of all meetings of the association and of the board of trustees, fair copies of which shall be kept at the institution for the inspection of members of the association. He shall conduct the correspondence of the board, unless otherwise ordered. He shall have the custody of the seal and authenticate all documents when so ordered by the board. He shall countersign all orders for the payment of money. He shall also keep an alphabetical list of the members of the association and submit the same to the inspection of the trustees when so requested. He shall give notice of all meetings of the association and of the board of trustees. The assistant secretary shall be under the supervision and control of the secretary and shall perform the detail work connected with the office.

The House Committee.

Section 5. The house committee shall, under the direction of the board, have charge of the domestic management of the whole institution, of all buildings and repairs thereto. All household supplies and materials for the buildings under its control shall be purchased under its superivsion, and it shall carefully examine the monthly salary list of the household officers, the pay-roll of wages, and all bills, before submitting them to the board for payment, and no such bill shall be presented to the board unless certified to by a member of the committee in writing; it shall purchase such articles as may be required for the use of the institution in its department; have a careful supervision of the buildings under

its control and of the general economy of the institution, and of the health, comfort and safety of the inmates. The chairman may, at his discretion, call a special meeting of the committee on one day's notice, and shall do so on the written request of two members, stating the object thereof. The committee shall keep minutes of its proceedings and make a report thereof to the board at every regular meeting.

The School Committee.

Section 6. The school committee shall, under the direction of the board, have charge of the educational work of the institution, including the industrial department. It shall appoint all teachers, and instructors in industrial work; it shall approve of all school books before the same are introduced into the school; it shall see that the school is properly supplied with all articles requisite for the proper instruction of the pupils; it shall submit to the board any measure which in its opinion would advance the education of the pupils. It shall carefully examine the monthly salary list of the teachers and instructors and all bills for educational supplies before presenting them to the board for payment, and no such bills shall be presented to the board unless certified to by a member of the committee in writing; it shall purchase such articles as may be required for the use of the institution in its department; it shall have charge of the admission and dismissal of pupils. It shall be its duty to enforce all educational regulations in the institution, to punish any infraction thereof, to see that proper dicipline is maintained in the school rooms; it shall provide for an annual examination of the pupils. The principal shall be a member of the school committee and shall act as its secretary. The chairman may call a special meeting of the committee on one day's notice, and shall do so on the written request of two members of the committee, stating the object thereof. The committee shall keep regular minutes of its proceedings and make a report thereof to the board at every meeting.

The Finance Committee.

Section 7. The finance committee shall, under the direction of the board, have charge of the finances of the association, and shall see to the insurance of its property, and shall in conjunction with

the treasurer, make such investments as the board may authorize and examine and audit the treasurer's annual account. It shall make a detailed report of the condition of the finances of the association whenever requested. It shall make up for the annual meeting of the association the budget for the ensuing year, which shall be incorporated in the report of the board, and shall before that meeting submit to the president a detailed statement of the financial transactions of the association during the preceding year.

The Library and Entertainment Committee.

Section 8. The library and entertainment committee shall have general charge of the library and supervision over the librarian. It shall provide for the suitable entertainment and recreation of the pupils.

The Principal.

Section 9. The institution shall be under the direct management and supervision of a principal who shall be appointed by the board of trustees. He shall be its responsible representative, and shall be accountable to it and to its committees for the orderly management of all departments of the institution. His duties shall be more particularly defined by the board of trustees and its committees, and he shall be at all times subject to their instructions.

Article V.— Of Funds.

Section 1. None of the funds of the association shall be paid out except upon order of the board or its executive committee, and then only upon a warrant of its president and treasurer, duly countersigned by the secretary. In the case of the inability or absence of the president, such warrants shall be signed by the first or second vice-president, and in the case of the absence or inability of the secretary, it shall be countersigned by the chairman of the finance committee.

Article VI.— Order of Business.

Section 1. Order of business for the meetings of the board of trustees shall be as follows:

1. Reading of minutes.
2. Reports by the chair.

3. Treasurer's report.
4. Reports of standing committees.
5. Reports of special committees.
6. Nomination and election of members.
7. Unfinished business.
8. New business.

§ 2. Order of business for annual meetings of the association shall be as follows:

1. Reading of minutes.
2. Annual report of board of trustees.
3. Reports of special committees.
4. Election of trustees.
5. Unfinished business.
6. New business.

Article VII.— Amendments.

Section 1. These by-laws may be amended at any meeting of the board of trustees by a vote of two-thirds of the members present, provided that the general form of the proposed amendment shall have been embodied in the notice of the said meeting and sent to all the members of the board at least one week before the meeting.

REGULATIONS OF THE MEDICAL BOARD

I. The medical board shall consist of six members, to wit: the regular attending physician, an oculist and aurist, a dermatologist, a surgeon, a consulting physician, a speech consultant; and the chairman of the house committee of the board of trustees shall be chairman of the medical board.

II. The members of this board shall be appointed annually by the board of trustees during the month of January in each year, and shall hold their office during the pleasure of the board of trustees. There shall also be appointed a regular dentist to the institution.

III. The duties of the attending physician shall be:

1. To promptly examine each proposed pupil, and report as to his acceptability to the principal.

2. To visit the institution upon Monday and Friday of each week.

3. To make such an examination of each pupil during the month of October in each year, and at such intervals thereafter as shall, in his opinion and the opinion of the medical board, be necessary to properly safeguard the health of the pupils. There shall, however, be not less than three such examinations during each school year.

4. To keep, or cause to be kept, in a book to be provided for that purpose, an accurate record of the medical condition of each pupil in the institution, showing his condition at entrance and at each examination held as above provided for, together with such additional medical history of each of said pupils.

5. To investigate any cases of disease or illness occurring within the institution in pupils or other inmates, and to take such measures as may be proper to protect the health of the pupils and inmates of the institution.

6. To examine into and take measures to safeguard the sanitary condition of the institution and its inmates.

7. To make a report to the regular monthly meeting of the board of trustees of the medical and sanitary condition of the institution and its pupils.

IV. The duties of the oculist and aurist shall be:

1. To promptly examine each admitted pupil and to report to the principal as to his or her desirability. The result of his examination also to be incorporated in the medical records of the institution.

2. At the opening of the school each year a preliminary examination is to be made of each pupil before he is again admitted to the school, and a full and complete examination of each pupil shall be made thereafter as rapidly as circumstances will permit. There shall be no less than three such examinations during each year.

3. To visit the institution at least one day of each week.

4. To keep, or cause to be kept, in a book or cards to be provided for that purpose, an accurate record of the condition of each pupil in the institution, showing his or her condition at entrance and at each examination held as above provided for.

5. He shall take such measures to improve the condition or the organs of the pupils examined by him as his investigations shall show to be proper, provided there is no objection made by the parent or guardian after due notice.

6. He shall make a report at the regular monthly meetings of the board of trustees as regards the condition of the pupils so far as his department is concerned.

V. The duties of the dentist shall be:

1. He shall examine the teeth of all pupils at the commencement of each school term as expeditiously as possible, and attend to their care during the school year.

2. He shall visit the institution once a week to examine and treat the teeth of the children.

3. He shall treat such urgent cases as may from time to time be sent to his office.

4. He shall keep, or cause to be kept, in a book or cards to be provided for that purpose, an accurate record of the condition of each pupil in the institution and the treatment given at the various examinations.

5. He shall make a report at the regular monthly meetings of the board of trustees as to the condition of the pupils.

VI. It shall be the duty of the various specialist members of the medical board to attend such cases as shall lie within their province; these cases shall be sent to them by the attending physician whenever in his opinion their services shall be required.

VII. There shall be a meeting of the medical board during the month of February in each year, the exact date of which shall be fixed by the chairman. There shall be meetings of the medical board at such other times as the chairman shall consider necessary. A meeting of the board shall be called at any time by the chairman at the request of any two of its members.

RULES GOVERNING LADIES' AUXILIARY COMMITTEE.

First.— The ladies' auxiliary committee shall consist of not more than fifteen members, who shall be appointed by the board of trustees annually at the first meeting after the annual meeting.

Second.— The committee shall meet at the Institution at least once a month; it shall organize itself into subcommittees for the proper superintendence of its work.

Third.— The committee, by its subcommittees, shall visit the schoolrooms, the sewing classes, the linen-room, and the living-rooms and dormitories; it shall have full right and opportunity to inspect any part of the building, and shall confer with the officials of the Institution from time to time.

Fourth.— The committee shall report in writing to the chairman of the school or house committee, throughout the month, as circumstances may dictate, and the chairman of these respective committees shall act immediately on all points in these reports within their jurisdiction. These reports, together with the regular monthly report of the ladies' auxiliary committee, shall then be read by the secretary at the next regular monthly meeting of the board of trustees.

LAWS OF THE STATE OF NEW YORK RELATIVE TO THE CARE AND EDUCATION OF THE DEAF.

CHAPTER 325.

AN ACT to provide for the care and education of indigent deaf-mutes under the age of twelve years, as amended April twelfth, eighteen hundred and seventy.

Passed April 25, 1862.

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. Whenever a deaf-must child, under the age of twelve years, shall become a charge for its maintenance on any of the towns or counties of this state, or shall be liable to become such charge, it shall be the duty of the overseer of the poor of such town, or of any supervisor of the county where such child may be, to place such child in the New York Institution for the Deaf and Dumb, or in the Institution for the Improved Instruction of Deaf-Mutes.

§ 2. Any person, guardian or friend of a deaf-mute child, within this state, over the age of six years and under the age of twelve years, may make application to the overseer of the poor of any town, or to any supervisor of the county where such child may be, showing by satisfactory affidavit or other proof that the health, morals or comfort of such child may be endangered, or not properly cared for, and thereupon it shall be the duty of such overseer or supervisor, if satisfied that the parents or natural protectors of such child are, or such child is, in indigent circumstances, to place such child in the New York Institution for the Deaf and Dumb, or in the Institution for the Improved Instruction of Deaf-Mutes.

§ 3. The children placed in said institution, in pursuance of the foregoing sections, shall be maintained therein at the expense of the county from whence they came, provided that such expense

shall not exceed one hundred and fifty dollars each per year, until they attain the age of twelve years, unless the director of said institution shall find, as to any such child, that it is not a proper subject to remain in said institution.

§ 4. The expense for the board, tuition and clothing of such deaf-mute children, placed as aforesaid in said institution, not exceeding the amount of one hundred and fifty dollars per year, above allowed, shall be raised and collected as are other expenses, for the support of the poor of the county from which said child shall be received; and the bills therefor, properly authenticated by the principal, or one of the officers of said institution, shall be paid to such institution by said county; and its county treasurer or chamberlain, as the case may be, is hereby directed to pay the same on presentation, so that the amount thereof may be borne by the proper county.

§ 5. This act shall take effect immediately.

CHAPTER 725.

An Act to increase the compensation authorized by an act entitled "An act to provide for the care and education of indigent deaf-mutes under the age of twelve years," passed April twenty-fifth, eighteen hundred and sixty-three.

Passed April 24, 1867.

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. The expenses of the board, tuition and clothing of the children under the age of twelve years placed in the New York Institution for the Instruction of Deaf and Dumb, or in the Institution for the Improved Instruction of Deaf-Mutes, pursuant to the provisions of the third and fourth sections of chapter three hundred and twenty-five, laws of eighteen hundred and sixty-three, shall, until otherwise directed by law, be estimated at the rate of two hundred and thirty dollars per capita, instead of the amount therein provided.

§ 2. This act shall take effect September first, eighteen hundred and sixty-seven.

[Extract from chapter 552, Laws of 1864, title 1, section 8.]

Every indigent person, resident of this state, between twelve and twenty-five years of age, whose parent or parents, or if an orphan, whose nearest friend, shall have been resident in this state for three years preceding, and who may make application for that purpose, shall be received, if deaf and dumb, in the Institution for Deaf and Dumb; provided his or her application be approved by the superintendent of public instruction; and in those cases where, in his opinion, absolute indigence is not established, he may approve of such application, and at the same time may impose conditions whereby some proportionate share of the expenses of educating and clothing such pupils shall be paid in the treasury by their parents, guardians or friends, in such way and manner, and at such time or times as he shall designate, which condition he may subsequently modify as he shall deem expedient.

CHAPTER 180.

AN ACT relative to the care and education of deaf-mutes. Passed April 12, 1875; three-fifths being present.

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. Sections one and two, an act entitled "An act to provide for the care and education of indigent deaf-mutes under the age of twenty years," passed April twenty-fifth, eighteen hundred and sixty-three, are severally hereby amended by adding to and inserting therein after the words "New York Institution for the Deaf and Dumb" whenever the same occur in said sections, respectively, the words following, viz., "or the Institution for the Improved Instruction of Deaf-Mutes."

§ 2. All provisions of law now existing, fixing the expense of the board, tuition and clothing of children under twelve years placed in the New York Institution for the Instruction of the Deaf and Dumb, shall apply to children who may, from time to time be placed in the Institution for the Improved Instruction of

Deaf-Mutes, in the same manner and with like effect as if said last-mentioned institution had also been originally named in the acts fixing such compensation, and as if said acts had provided for the payment thereof to the institution last mentioned, and the bills therefor, properly authenticated by the principal, or one of the officers of the last-mentioned institution, shall be paid to said institution by the counties respectively from which such children were severally received, and the county treasurer or chamberlain, as the case may be, is hereby directed to pay the same on presentation, so that the amount thereof may be borne by the proper county.

§ 3. Sections nine and ten of title one of an act entitled "An act to revise and consolidate the general acts relating to the public instruction," passed May second, eighteen hundred and sixty-four, are hereby amended, so that the same shall extend and apply to the said "Institution for the Improved Instruction of Deaf-Mutes," in the like manner and with the like effect as if the said last-mentioned institution as well as the other therein mentioned, had originally been named in the said sections respectively.

§ 4. This act shall take effect immediately.

CHAPTER 213.

An Act relative to the care and education of deaf-mutes.

Passed April 29, 1875; three-fifths being present.

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. Section one of chapter three hundred and twenty-five of the laws of eighteen hundred and sixty-three, entitled "An act to provide for the care and education of indigent deaf-mutes under the age of twelve years, as amended by chapter one hundred and eighty of the laws of eighteen hundred and seventy, and chapter five hundred and forty-eight of the laws of eighteen hundred and seventy-one," is hereby further amended so as to read as follows:

§ 1. Whenever a deaf-mute child, under the age of twelve years, shall become a charge for its maintenance on any of the towns or counties of this state or shall be liable to become such

charge, it shall be the duty of the overseer of the poor of the town, or of the supervisors of said county, to place such child in the New York Institution for the Deaf and Dumb, or in the Institution for the Improved Instruction of Deaf-Mutes, or in the Le Couteulx St. Mary's Institution for the Improved Instruction of Deaf-Mutes in the city of Buffalo, or in the Central New York Institution for Deaf-Mutes in the city of Rome, or in any institution in the state for the education of deaf-mutes.

§ 2. Section two of chapter three hundred and twenty-five of the laws of eighteen hundred and sixty-three, as amended by chapter one hundred and eighty of the laws of eighteen hundred and seventy, and chapter five hundred and forty-eight of the laws of eighteen hundred and seventy-one, is hereby further amended so as to read as follows:

§ 2. Any parent, guardian or friend of a deaf-mute child, within this state, over the age of six years and under the age of twelve years, may make application to the overseer of the poor of any town, or to any supervisor of the county where such child may be, showing by satisfactory affidavit or other proof, that the health, morals or comforts of such child may be endangered, or not properly cared for, and thereupon it shall be the duty of such overseer or supervisor to place such child in the New York Institution for the Deaf and Dumb, or in the Institution for the Improved Instruction of Deaf-Mutes, or in the Le Couteulx St. Mary's Institution for the Improved Instruction of Deaf-Mutes in the city of Buffalo, or in the Central New York Institution for Deaf-Mutes in the city of Rome, or in any institution in the state for the education of deaf-mutes.

§ 3. Sections three and four of chapter three hundred and twenty-five of the laws of eighteen hundred and sixty-five, are hereby amended so as to read as follows:

§ 3. The children placed in said institutions, in pursuance of the foregoing sections, shall be maintained therein at the expense of the county from whence they came, provided such expense shall not exceed three hundred dollars each per year, until they attain the age of twelve years, unless the directors of the institution, to which a child has been sent, shall find that such child is not a proper subject to remain in said institution.

§ 4. The expenses for board, tuition and clothing for such deaf-mute children, placed as aforesaid in said institutions not exceeding the amount of three hundred dollars per year, above allowed, shall be raised and collected as are the other expenses of the county from which such children shall be received; and the bills therefor, properly authenticated by the principal or one of the officers of the institution, shall be paid to said institution by the said county; and its county treasurer or chamberlain, as the case may be, is hereby directed to pay the same on presentation, so that the amount thereof may be borne by the proper authorities.

§ 5. Sections nine and ten of title one of chapter five hundred and fifty-five of the laws of eighteen hundred and sixty-four, entitled "An act to revise and consolidate the several acts relating to public instruction," is hereby amended so as to read as follows:

§ 9. Every person resident in this state, between twelve and twenty-five years of age, whose parent or parents, or if an orphan, whose nearest friend shall have been a resident in this state for the three years preceding, and who may make application for that purpose, shall be received into one of the following-named institutions, viz.: The New York Institution for the Instruction of the Deaf and Dumb; the Institution for the Improved Instruction of Deaf-Mutes; the Le Couteulx St. Mary's Institution for the Improved Instruction of Deaf-Mutes in the city of Buffalo, or the Central New York Institution for Deaf-Mutes in the city of Rome, or in any institution in this state for the education of deaf-mutes,* either of the institutions aforesaid shall be provided with board, lodging and tuition, and the directors of said institution shall receive for each pupil so provided for the sum of three hundred dollars per annum, in quarterly payments, to be paid by the treasurer of the state, on the warrant of the comptroller, to the treasurer of said institution, on his presenting a bill showing the actual time and number of such pupils attending the institution, and which bill shall be signed by the president and secretary of the institution, and verified by their oaths. The regular term of instruction of such pupil shall be five years; but the superintendent of public instruction may, in his discretion, extend the term of any pupil for a period not exceeding three years. The pupils

* So in original.

provided for in this and the preceding section of this title shall be designated state pupils, and all the existing provisions of law applicable to state pupils now in said institution shall apply to pupils herein provided for.

§ 6. This act shall take effect immediately.

CHAPTER 36.

AN ACT to further amend an act, entitled "An act to provide for the care and education of indigent deaf-mutes under the age of twelve years (chapter three hundred and twenty-five of the laws of eighteen hundred and sixty-three)," passed April twenty-ninth, eighteen hundred and sixty-three.

Approved by the governor, February 18, 1892; passed, three-fifths being present.

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. Section two of chapter three hundred and twenty-five of the laws of eighteen hundred and sixty-three, as heretofore amended, is hereby further amended so as to read as follows:

§ 2. Any parent, guardian or friend of a deaf-mute child, within this state, over the age of five years and under the age of twelve years, may make application to the overseer of the poor of any town or to any supervisor of the county where such child may be, showing, by satisfactory affidavit or other proof, that the health, morals or comfort of such child may be endangered, or not properly cared for, and thereupon it shall be the duty of such overseer or supervisor to place such child in the New York Institution for the Deaf and Dumb, or in the Institution for the Improved Instruction of Deaf-Mutes, or in the Le Couteulx St. Mary's Institution for the Improved Instruction of Deaf-Mutes in the city of Buffalo, or in the Central New York Institution for Deaf-Mutes in the city of Rome, or in the Albany Home School for the Oral Instruction of the Deaf at Albany, or in any institution in the state for the education of deaf-mutes, as to which the board of state charities shall have made and filed with the super-

intendent of public instruction a certificate to the effect that said institution has been duly organized and is prepared for the reception and instruction of such pupils.

§ 2. This act shall take effect immediately.

EXTRACT FROM "EDUCATION LAW," BEING L. 1909, CH. 21, AS AMENDED BY L. 1910, CH. 140 AND CH. 322.

CHAPTER 38.

§ 970. Duties of commissioner of education. All the institutions for the instruction of the deaf and dumb, and blind, and all other similar institutions, incorporated under the laws of the state, or that may be hereafter incorporated, shall be subject to the visitation of the commissioner of education, and it shall be his duty:

1. To inquire into the organization of the several schools and the method of instruction employed therein.

2. To prescribe courses of study and methods of instruction that will meet the requriements of the state for the education of state pupils.

3. To make appointments of pupils to the several schools, to transfer such pupils from one school to another as circumstances may require; to cancel appointments for sufficient reason.

4. To ascertain by a comparison with other similar institutions, whether any improvements in instruction and discipline can be made; and for that purpose to appoint from time to time, suitable persons to visit the schools.

5. To suggest to the directors of such institutions and to the legislature such improvements as he shall judge expedient.

6. To make an annual report to the legislature on all the matters before enumerated, and particularly as to the condition of the schools, the improvement of the pupils, and their treatment in respect to board and lodging.

§ 971. Persons eligible as pupils to institutions for instruction of the deaf and dumb. All deaf and dumb persons resident in this state and upwards of twelve years of age, who shall have

been resident in this state for one year immediately preceding the application, or, if a minor, whose parent or parents, or, if an orphan, whose nearest friend shall have been resident in this state for one year immediately preceding the application, shall be eligible to appointment as state pupils in one of the deaf and dumb institutions of this state, authorized by law to receive such pupils.

§ 972. (This section relates only to the blind.)

§ 973. Support and term of instruction of state pupils. 1. Each pupil so received into any of the institutions aforesaid shall be provided with board, lodging and tuition; and the directors of the institution shall receive an annual appropriation for each pupil so provided for, in quarterly payments, to be paid by the treasurer of the state, on the warrant of the comptroller, to the treasurer of said institution, on his presenting a bill showing the actual time and number of such pupils attending the institution, which bill shall be signed by the president and secretary of the institution, and verified by their oaths.

2. The regular term of instruction for such pupils shall be five years; but the commissioner of education may, in his discretion, extend the term of any pupil for a period not exceeding three years. The pupils provided for in this section and sections nine hundred and seventy-one and nine hundred and seventy-two of this article shall be designated state pupils; and all the existing provisions of law applicable to state pupils now in said institutions shall apply to pupils herein provided for.

§ 974. Regulations for admission. The commissioner of education may make such regulations and give such directions to parents and guardians, in relation to the admission of pupils into either of the above-named institutions, as will prevent pupils entering the same at irregular periods.

§ 975. Clothing for state pupils. 1. The supervisors of any county in this state from which county state pupils may be hereafter appointed to any institution for the instruction of the deaf and dumb, whose parents or guardians are unable to furnish them with suitable clothing, are hereby authorized and required to raise in each year, for each such pupil from said county, the sum of thirty dollars.

2. The supervisors of any county in this state from which state pupils shall be sent to and received in the New York institution for the blind, whose parents or guardians shall, in the opinion of the commissioner of education, be unable to furnish them with suitable clothing are hereby authorized and directed, in every year while such pupils are in said institution, to raise and appropriate thirty dollars for each of said pupils, and to pay the sum so raised to the said institution, to be by it applied to furnishing such pupils with suitable clothing while in said institution.

3. If in any case all or any of said moneys are not expended before the expiration of the periods of appointment of such pupils, then the unexpended residue shall go into the general clothing fund of the said institution, to be by it devoted to furnishing state pupils with suitable clothing.

4. If said sums shall not be paid to the said institution within six months after the annual meeting of the supervisors of any of said counties, the sums so unpaid shall bear interest at the rate of seven per centum per annum, from the expiration of said six months until the same be paid.

5. The supervisors of any county in this state from whose pauper institutions pupils shall be sent to the said institution for the blind, shall raise, appropriate and pay to the order of the comptroller of the state, towards the expense of educating and clothing such pupils, a sum equal to that which the county would have to pay to support the pupils as paupers at home. This subdivision does not apply to the counties of New York, Kings, Queens, Nassau and Suffolk.

6. The supervisors, or officers corresponding thereto, of the counties of New York, Kings, Queens, Nassau and Suffolk, from which state pupils shall be sent to and received in the New York institution for the blind, whose parents or guardians shall, in the opinion of the commissioner of education, be unable to furnish them with suitable clothing, are hereby authorized and directed in every year while such pupils are in said institution, to raise and appropriate fifty dollars for each of said pupils from said counties, respectively, and to pay the sum so raised to the said institution, to be by it applied to furnishing such pupils with suitable clothing while in said institution.

7. If in any year hereafter there shall be any surplus of the amount above required to be paid yearly by the said counties for clothing for pupils from said counties, respectively, then such surplus shall be deducted pro rata the ensuing year from the amount above required to be paid by the said counties respectively.

§ 976. (This section relates only to the blind.)

§ 977. Indigent deaf-mute children. Whenever a deaf-mute child under the age of twelve years shall become a charge for its maintenance on any of the towns or counties of this state, or shall be liable to become such charge, it shall be the duty of the overseers of the poor of such town or of the board of supervisors of such county to place such child in one of the institutions enumerated in the next section.

§ 978. Deaf-mute children improperly cared for. Upon the application of any parent, guardian or friend of a deaf-mute child, within this state, over the age of five years and under the age of twelve years, the overseer of the poor or the supervisor of the town where such child may be, shall place such child in one of the institutions authorized by the laws of eighteen hundred and ninety-two, chapter thirty-six, to receive such pupils, as follows:

1. The New York Institution for the Deaf and Dumb; or,

2. The Institution for the Improved Instruction of Deaf-Mutes; or,

3. The Le Couteulx Saint Mary's Institution for the Improved Instruction of Deaf-Mutes in the City of Buffalo; or,

4. The Central New York Institution for Deaf-Mutes in the City of Rome; or,

5. The Albany Home School for the Oral Instruction of the Deaf at Albany; or,

6. To any other institution in the state for the education of deaf-mutes as to which the state board of charities shall have filed with the commissioner of education a certificate to the effect that said institution has been duly organized and is prepared for the reception and instruction of such pupils.

§ 979. Maintenance of children. The children placed in said institutions, in pursuance of the last two sections, shall be maintained therein at the expense of the county from whence they

came, provided that such expense shall not exceed three hundred and twenty-five dollars each per year, until they attain the age of twelve years, unless the directors of the institution to which a child has been sent shall find that such child is not a proper subject to remain in said institution. (Thus amended by L. 1910, chap. 322, in effect May 18, 1910.)

§ 980. Payment of expenses of tuition and maintenance. The expenses for the board, tuition and clothing for such deaf-mute children, placed as aforesaid in said institutions, not exceeding the amount of three hundred and twenty-five dollars per year, above allowed, shall be raised and collected as are other expenses of the county from which such children shall be received; and the bills therefor, properly authenticated by the principal or one of the officers of the institution, shall be paid to said institution by the said county; and its county treasurer or chamberlain, as the case may be, is hereby directed to pay the same on presentation, so that the amount thereof may be borne by the proper county. (Thus amended by L. 1910, chap. 322, in effect May 18, 1910.)

CHAP. 223.

An Act to amend the education law, relative to term of instruction of state pupils in attendance upon institutions for the deaf and for the blind.

Became a law April 8, 1912, with the approval of the Governor. Passed, three-fifths being present.

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. Subdivision two of section nine hundred and seventy-three of the laws of nineteen hundred and nine, entitled "An act relating to education, constituting chapter sixteen of the consolidated laws," as amended by chapter one hundred and forty of the laws of nineteen hundred and ten, is hereby amended to read as follows:

2. The regular term of instruction of such pupils shall be five years; but the commissioner of education may, in his discretion,

extend the term of any pupil for a period not exceeding three years. It shall also be lawful for the commissioner of education to continue such pupils as state pupils for an additional period of three years for the purpose of pursuing a course of study in the higher branches of learning. The number of pupils continued each year in such course shall not exceed thirty in any one institution and such pupils must be recommended by the trustees of the institution in which they are attendant, before such extension of time is granted. The pupils provided for in this section and in sections nine hundred and seventy-one and nine hundred and seventy-two of this article shall be designated state pupils; and all the existing provisions of law applicable to state pupils now in said institutions shall apply to pupils herein provided for.

§ 2. This act shall take effect immediately.

TERMS OF ADMISSION.

1. This Institution is intended for children who are either entirely or partially deaf, in consequence of congenital or adventitious deafness, and who cannot be educated in common schools.

2. Candidates for admission must be over five and under fourteen years of age, of ordinary intelligence and constitutional vigor, and free from contagious disease. They must pass a satisfactory medical examination regarding these points.

3. Pay pupils are charged $325 for the scholastic year, payable semi-annually in advance. This sum provides for tuition, board, washing and medical treatment in ordinary cases of sickness. Pay pupils who do not board and lodge in the Institution are charged $250 a year.

4. Pupils between the ages of five and twelve years to be supported at public expense are admitted to the Institution by a certificate from the county supervisor. Those over twelve must procure, either directly or through the principal of the institution, a certificate from the Commissioner of Education at Albany. Blanks and all information as to these requirements will be cheerfully furnished on application to the principal.

5. All pay pupils entering the Institution are admitted for the current school year. No deduction will be made from the annual charge in consequence of absence or on any account whatsoever, nor will the tuition fee, or any portion thereof, be refunded in case of withdrawal of pupils before the expiration of the school term.

6. The Board of Trustees reserves to itself and its officers the right to dismiss any pupil.

7. The regular scholastic work of the school extends from the first Wednesday in September to the third Wednesday in June. The school building is open all the year round.

8. All inquiries and applications for the admission of pupils must be made to the principal at the Institution.

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General View — Main Buildings.

THIRTY-EIGHTH ANNUAL REPORT

OF THE

CENTRAL NEW YORK

Institution for Deaf-Mutes

AT ROME, N. Y.

FOR THE YEAR ENDING SEPTEMBER 30, 1912

(This report was made for the period ending September thirtieth, nineteen hundred and twelve, but the names of the Board of Trustees and officers have been revised to January first, nineteen hundred and thirteen.)

TRANSMITTED TO THE LEGISLATURE MARCH 19, 1913

ALBANY
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1913

STATE OF NEW YORK

No. 50.

IN ASSEMBLY

MARCH 19, 1913.

THIRTY-EIGHTH ANNUAL REPORT

OF THE

CENTRAL NEW YORK INSTITUTION FOR DEAF-MUTES.

STATE OF NEW YORK:

EDUCATION DEPARTMENT,

COMMISSIONER'S ROOM,

ALBANY, 1913.

Hon. ALFRED E. SMITH, *Speaker of the Assembly, Albany, N. Y.:*

Sir.— I have the honor to transmit herewith to the Legislature the thirty-eight annual report of the Central New York Institution for Deaf-Mutes at Rome, N. Y.

A. S. DRAPER,

Commissioner of Education.

LIST OF MEMBERS.

A. K. Adams,
Sanford Adams, Jr.,
F. B. Beers,
M. Elizabeth Beach,
E. F. Brown,
R. C. Briggs,
D. L. Bradt,
F. E. Bacon,
Edward Comstock,
F. A. Ethridge,
H. Hannahs,
C. C. Hopkins,
A. C. Kessinger,
W. L. Kingsley,
D. F. Livermore,
Arthur J. Wylie,
John B. Morrow,
J. P. Olney,
W. W. Parry,
A. S. Roberts,
Mrs. Mary K. Robinson,
J. C. Smith,
William N. Smith,
Jim Stevens,
Stoddard M. Stevens,
Thomas H. Stryker,
John S. Wardwell,
H. K. White,
J. Lowell Williams,
Harry Van Allen,
Mrs. Fannie B. Zimmerman,
Mrs. Edbert A. Smith.

BOARD OF TRUSTEES.

President.

Augustus C. Kessinger.

Vice-President.

Rodolphus C. Briggs.

Secretary.

J. Lowell Williams.

Treasurer.

John S. Wardwell.

First Class-Term Expires February, 1913.

Arthur J. Wylie, Stoddard M. Stevens,
Mrs. Mary K. Robinson, Francis E. Bacon.

(Vacancy.)

Second Class-Term Expires February, 1914.

Miss M. Elizabeth Beach, Thomas H. Stryker,
John S. Wardwell, Edward H. Comstock.

(Vacancy.)

Third Class-Term Expires February, 1915.

Augustus C. Kessinger, Mrs. Edbert A. Smith,
J. Lowell Williams, Edward Comstock,
Rodolphus C. Briggs.

STANDING COMMITTEES.

Executive Committee.

Augustus C. Kessinger, John S. Wardwell,
Edward Comstock, Rodolphus C. Briggs,
Thomas H. Stryker.

Auditing Committee.

Augustus C. Kessinger, ex-officio, J. Lowell Williams, ex-officio,
Arthur J. Wylie, ex-officio.

House Committee.

Arthur J. Wylie, Francis E. Bacon,
Mrs. Edbert A. Smith.

School Committee.

Rodolphus C. Briggs, Mrs. Mary K. Robinson,
Miss M. Elizabeth Beach.

Committee on Buildings and Grounds.

Thomas H. Stryker, Edward H. Comstock.

(Vacancy.)

Committee on Visitation and Inspection.

Mrs. Mary K. Robinson, Miss M. Elizabeth Beach,
Stoddard M. Stevens.

EDUCATIONAL DEPARTMENT.

Principal.

Elbert A. Gruver, M. A.

Teachers.

Otis A. Betts.....Advanced Class
Sibyl B. Richards.....Grade E
Laura V. C. Stewart.....Grade D
Nellie O'Connor.....Grade C
Maud Peet.....Grade B
Alice L. Crampton.....Grade B1
Vivian Van Dyke.....Grade A
France A. Peterson.....Grade A1
Mrs. Otis A. Betts.....Drawing

Industrial Classes.

Mrs. Charles L. Lashbrook.....Printing
Henry W. Wengatz.....Carpentry and Manual Training
Margaret Archibald.....Cooking
Mrs. Ella Phillips.....Dressmaking
Aimee Walworth.....Plain Sewing
Annie Broderick.....Ironing
Charles A. Messenger.....Barbering

Kindergarten Industrial Work.

Mrs. Otis A. Betts.

Editor of the "Register."

Otis A. Betts.

GIRL'S BUILDING — LOOKING SOUTH.

THE HOUSEHOLD.

Principal.

Elbert A. Gruver, M. A.

Accountant and Clerk.

Katharine S. Chatwin.

Matron and Housekeeper.

Margaret Archibald.

Supervisors.

Boys:	*Girls:*
Cornelia Kittrick,	Mrs. Ella Phillips,
Eulah Wratten,	Aimee Walworth.

Physician.

John O. Stranahan, M. D.

Consulting Oculist and Aurist.

William B. Reid, M. D.

Dentist.

Charles J. Spriggs.

Nurse.

Florence Lane.

Engineer.

Charles Wengatz.

Janitor.

Charles A. Messenger.

TRUSTEES' STATEMENT.

Rome, N. Y., *November* 30, 1912.

To the Legislature:

In presenting the annual report of the Central New York Institution for Deaf-Mutes the trustees take occasion to express their appreciation for the kindly consideration which the Legislature has given to the cause of educating the deaf; at the same time it has become apparent to the managers that the per capita allowance of $325 a year is scarcely sufficient to pay the necessary expense of maintenance and instruction. The cost of everything needed in this work has increased perceptibly during the past few years, and with the income available it has been difficult to make both ends meet. An increase of the per capita allowance to $350 a year would, in view of this situation, seem warranted and justifiable.

For detailed information relating to the institution the trustees respectfully refer to the accompanying reports of the officers, the principal and other appointed officers of the school.

Respectfully submitted,

A. C. KESSINGER,
President.

J. Lowell Williams,
Secretary.

REPORT OF THE TREASURER.

Receipts.

Balance, September 30, 1911	$6,080 96
Balance, September 30, 1911, Contingent Fund	35 99
New York State	15,603 31
Sundry counties	13,657 69
Miscellaneous	146 15
	$35,524 10

Expenditures.

Salaries, wages and labor	$14,215 64
Provisions and supplies	9,587 29
Clothing, boots and shoes	1,631 29
Fuel and light	3,369 41
Medicine and medical supplies	369 97
Printing, stationery and postage	107 09
Furniture, beds and bedding	602 09
Ordinary repairs	1,095 07
Insurance and taxes	332 00
Building and improvements	88 26
Industrial school supplies	258 61
School supplies	216 57
Miscellaneous	445 79
	$32,319 08
Balance on hand September 30, 1912	3,160 47
Balance on hand, Contingent Fund, September 30, 1912	44 55
	$35,524 10

JOHN S. WARDWELL,
Treasurer.

Girl's Building — Side View.

REPORT OF THE PRINCIPAL.

To the Board of Trustees of the Central New York Institution for Deaf-Mutes:

I have the honor to submit for your consideration the thirty-eighth annual report of the operations of this institution for the fiscal year ending September 30, 1912.

The affairs of the institution are in good condition. Satisfactory work was accomplished in all departments during the year, giving to the institution a steady and healthy development, this condition being particularly manifest in the progress of the work in the educational and industrial departments, the regularity in the management of the household, the number and kind of repairs and improvements, the steadfastness in the number and attendance of pupils, the improvements in domestic economy and in the spirit of faithfulness to duty and purpose which permeated the entire school. The general plan of operation as reviewed in former reports was followed during the year and the institution to-day presents a practical policy in regard to the care and training of deaf children and takes a very liberal attitude in regard to their education. Although conservative in the introduction of untried educational innovations, processes and devices, the institution is fully abreast of the times and is fairly in line with the best schools for the deaf in educational matters. In the particular methods of instruction pursued in the classrooms, there has been no material change. The chief aim of our instruction is mental development. We believe this can best be accomplished by the use of the English language at all times and in all places. While this development is taking place, the child is also learning to converse orally with those who hear and speak. The

child's mental development is not sacrificed for artificial speech, nor do we underestimate the very great value of writing as a means of instruction. Speech, speech-reading, spelling, writing, reading, object and picture work, a judicious use of good text books, a systematic arrangement of materials and a careful presentation of these by well trained and experienced teachers constitute the most modern and scientific method of teaching deaf children and most nearly approximates the education of hearing children. This is the chief aim of our instruction and the constantly increasing application of similar methods throughout the country and the ever pressing demand by parents to have their deaf children so instructed is proof of its popularity and efficiency. A large measure of success has crowned our efforts and every phase of the educational work of the institution has been advanced to a higher plane. The education of the deaf has its particular limitations, which often prevent the attainment of our ideals, but from the progress already made and the wholesome atmosphere permeating the entire institution, it is not unreasonable to say that this institution offers excellent facilities for the education and training of deaf children.

Your attention is directed especially to the statistical tables, to the general review of the several departments and to the number and kind of repairs and improvements made during the year.

The classification of pupils is shown by the following tabular statement:

	Boys.	Girls.	Total.
Pupils connected with the institution September 30, 1911	61	36	97
Pupils admitted during the year	6	8	14
Pupils left during the year	6	8	14
Total number of pupils connected with the institution, September 30, 1912	61	36	97
Total number of pupils under instruction during the year	73	52	125

The total number of pupils in attendance during the past ten years as taken from the annual reports was as follows:

1902	129
1903	134
1904	136
1905	127
1906	126
1907	134
1908	128
1909	135
1910	133
1911	125

This is a very good record of attendance taking everything into consideration. The next year promises to bring the number to its normal, with a better class of pupils than the school has had for many years. The enrollment on this date, November 15, 1912, is 98.

The ninety-seven (97) pupils enrolled, September 30, 1912, are maintained as follows:

By New York State	56
By various counties	40
By the institution	1
	97

The fourteen (14) pupils admitted during the year reside as follows:

2 — Delaware.	1 — Onondaga.
1 — Fulton.	1 — Ontario.
1 — Lewis.	1 — Oswego.
3 — Madison.	1 — Saratoga.
3 — Oneida.	
	14

The ninety-seven (97) pupils enrolled, September 30, 1912, reside as follows:

3 — Broome.	1 — New York.
1 — Chenango.	11 — Onondaga.
1 — Cortland.	32 — Oneida.
2 — Delaware.	1 — Ontario.
1 — Dutchess.	4 — Oswego.
5 — Fulton.	3 — Otsego.
1 — Greene.	3 — Rensselaer.
9 — Herkimer.	1 — Rockland.
3 — Lewis.	2 — Saratoga.
7 — Madison.	1 — Tioga.
5 — Montgomery.	—
	97
	=

The places of birth of the fourteen (14) pupils admitted during the year were as follows:

	Boys.	Girl.	Total.
Bainbridge, Pa	1	0	1
Bridgeport, N. Y	0	1	1
Central Square, N. Y	1	0	1
Durhamville, N. Y	0	1	1
Gloversville, N. Y	0	1	1
Harrisville, N. Y	1	0	1
Naples, N. Y	1	0	1
Norwich, N. Y	0	1	1
Saratoga, N. Y	0	1	1
Syracuse, N. Y	0	1	1
Utica, N. Y	1	0	1
Verona Springs, N. Y	0	1	1
Walesville, N. Y	0	1	1
Walton Village, N. Y	1	0	1
			—
			14
			=

The causes of deafness of the fourteen (14) new pupils were as follows:

	Boys.	Girls.	Total.
Born deaf	1	2	3
Born partially deaf	1	1	2
Measles	2	1	3
Catarrh	0	1	1
Accidents	1	1	2
Unknown	1	2	3
			14

The ages at which the fourteen (14) new pupils became deaf were as follows:

	Boys.	Girls.	Total.
Number born deaf	1	2	3
Became deaf under two years	2	2	4
Became deaf between two and five years	0	1	1
Became deaf between five and twelve	1	1	2
Age not known	2	2	4
			14

The ages of the fourteen (14) new pupils admitted during the year were as follows:

	Boys.	Girls.	Total.
Five years of age	0	2	2
Six years of age	0	1	1
Seven years of age	2	1	3
Eight years of age	1	0	1
Ten years of age	2	2	4
Eleven years of age	1	0	1
Twelve years of age	0	1	1
Twenty years of age	0	1	1
			14

The ages of the fourteen (14) pupils who left the institution during the year were as follows:

	Boys.	Girls.	Total.
Twenty-three years of age	0	1	1
Twenty-two years of age	2	1	3
Twenty-one years of age	0	1	1
Twenty years of age	0	2	2
Nineteen years of age	1	0	1
Seventeen years of age	0	1	1
Sixteen years of age	1	0	1
Fifteen years of age	1	0	1
Fourteen years of age	0	1	1
Ten years of age	1	0	1
Seven years of age	0	1	1
			14

Only one change was made in the teaching staff. Miss Ellen Woodcock resigned to be married and Miss Maud Huntington Peet of Brooklyn, trained in Gallaudet College and formerly a teacher in the North Carolina School, succeeded her.

It is the policy of the institution to have small classes. Educators of the deaf, regardless of the methods of instruction to which they adhere, are unanimous in the opinion that the smaller the number of pupils to the class the better will be the results of the work. Ten pupils to the class is a good number. This custom was slightly departed from during the past year because of the vacancy in the corps of teachers. We hope soon to have the classes the normal size again.

The educational work is thoroughly organized under the direct charge of the principal. When the pupils have fully mastered the work of a grade, they are advanced to the next higher grade, the promotion being made at any time during the school year.

The beginning work embraces more than is customary in the public schools. Kindergarten exercises, especially adapted to small deaf children, first lessons in speech and lip-reading, learning words, forming sentences, asking questions, in both the spoken

and written forms, learning to read, to write and to enjoy short and simple stories constitute several years instruction. We have added to our kindergarten outfit the Montessori Didactic Apparatus to be used in the classes with the little children. The child also gets its first lessons in industrial work during these years. Exercises in sewing, weaving, basketry, modeling, manual training and drawing are introduced. In the intermediate grades the instruction develops into language work, articulation drill, lip-reading exercises, object and story work, journals, letters, numbers and geography. The industrial work develops into dress-making, rug weaving, chair caning, carpentry, drawing, printing and general housework. Following the intermediate work the course of instruction and the text books used correspond largely with those used in the public schools, and are modeled after the course used by the State Education Department. Efforts are made to interest the child in things about him, and games, sports, walks, parties and trips to places of interest are brought into service. Attendance at theaters and other places of amusement, accompanied by the teachers, have exerted a helpful influence. Mechanical devices to aid the hearing are introduced, but only those that have stood the test of years are being used. Instruction through the ear is given when possible and the development of latent hearing and the preservation of speech is made a special feature of the instruction.

The pupils are in close touch with the outside world. Visits from parents and friends are allowed and encouraged. Many of the pupils' homes are within a day's journey of the school and, although they board and live in the institution, they have ample opportunity to visit their homes and to take an active interest in what is going on outside of the institution. It is not our object to divorce the child from its home nor to institutionize it, but to give it a comfortable place to live, with a proper environment while receiving its education and to return the child to its parents a self supporting citizen.

The teachers and officers are called upon to give, by example and precept, lessons in morals and manners to the pupils under their charge. One hour each Sunday is devoted to special devotional exercises and Sunday School lessons in the classrooms.

These exercises are conducted by the teachers, the nature of the instruction being general, such as is accepted by all churches and creeds, the Bible being the text book and the basis of all the moral instruction and the foundation of the Sunday School lessons. The pupils are allowed to attend the places of worship in the city designated by their parents, and are frequently present at the exercises conducted by the deaf clergyman of this section of the State.

Two pupils graduated, Elesra C. Race, of Newark Valley and Robert George Mayershofer, of Syracuse, receiving the diploma of the institution and Amos E. Henry, of Point Rock, was presented with a certificate of honorable discharge. The closing exercises were interesting and were made a pleasant and profitable occasion. The following program was carried out:

Opening remarks by the Principal.
Salutatory by Elesra Race.
Exercises in sense training by Miss Peterson.
Exercises in the use of " to have " by Miss O'Connor.
Exercises in " Questions " by Miss Crampton.
Exercises in "Action Work " by Miss Woodcock.
Exercises in " Comparisons " by Miss Stewart.
Exhibition of basketry, weaving, modeling by Mrs. Betts.
Exhibition of plain sewing and dressmaking by Mrs. Gray.
Valedictory by Robert Mayershofer.

Mr. Kessinger, President of the Board of Trustees, spoke as follows:

One who has known this institution from the beginning can scarcely realize that it has had an existence covering a period of thirty-seven years, or more than a third of a century, yet the record shows that such is the fact. To look back at the humble beginning and compare the small rented quarters with the spacious grounds and the ample buildings of to-day; to think of the small number of teachers and pupils then, compared with the large enrollment of to-day, makes one feel that there has been indeed a growth that is gratifying. Tall oaks from little acorns grow. The planting by Dr. Gallaudet of our little acorn thirty-seven years ago has brought forth this sturdy oak with its wide spreading

branches covering a great area and producing abundantly the fruit that was sought. Our physical surroundings have been gradually improved, and when this year's betterments, now under way, are completed we shall all have reason to be thankful that the comforts of life are here provided in the midst of the beauties of nature. The success of our staff of teachers in imparting knowledge and skill to our pupils is well recognized, not alone by ourselves, but by the educational authorities of the state whose duty it is to inquire into the various degrees of success attained in the different departments of schools like this. Our fine situation and our commendable condition ought to attract to us many new pupils during the coming year, and if each one here will let the truth be known and blow the horn of the institution that it may be heard by the friends of those deaf who are not educated, desired good may accrue to all concerned. Let us all work to that end.

Mr. Kessinger presented the diplomas to the graduates and distributed the following prizes:

The William Martin Chamberlain Prize to Robert Mayershofer, five dollars in gold, for the highest standing in the graduating class. The Mary K. Robinson Prize, five dollars in gold, given to the pupils of the advanced class who wrote the best essay, was divided equally between Lulu May Eggleston and Robert Mayershofer, the subjects being Stevenson and Dickens respectively. Following the exercises all were invited to inspect the institution and the exhibits of the industrial classes in cooking under Miss Archibald, printing under Mrs. Lashbrook, manual training under Mr. Wengatz, plain sewing under Miss Walworth and drawing and basketry under Mrs. Bets.

The Alumni Association of the institution held its twenty-fifth annual meeting after the closing exercises. A large number of the graduates and former pupils of the school and the parents of the pupils attended the various exercises. This added greatly to the interest of the occasion and was a source of great pleasure to all. The institution gave a dinner to the visitors. The meal was prepared by a graduate of the school and served by the pupils, under the direction of the matron, making a very creditable exhibition of the practical nature of the industrial training offered by the school. The members of the Alumni Association, as a

testimonial of their gratitude for the benefits of instruction the institution gave them, presented to the school a beautiful hall clock which they placed in the corridor " with the hope that it may always recall to those present the pleasant occasion we have enjoyed as your guests and also serve as an indicator to coming generations of the happy days in prospect for them." Mr. Kessinger accepted the clock with a few well chosen words of appreciation saying in addition that " the occasion was like a joyful family gathering in which the trustees and faculty constitute the parents and the graduates and pupils the children."

Many parts of the closing exercises were conducted orally, were understood by the audience and brought forth favorable comments upon the work the school is doing. It will be the aim of the institution, from time to time, as the pupils complete their courses of study and as occasions offer, to hold similar exercises and to invite our friends to share the pleasure with us.

The usual examinations were conducted by the principal and teachers during the year and the regular inspections were made by the State Education Department and the State Board of Charities.

The regular visits of Dr. Robert W. Hill and Miss Helen Hill of the State Board of Charities and Dr. Albert C. Hill of the State Education Department are enjoyable occasions and by interchange of ideas, and by suggestion and counsel are made profitable to the work of the institution and the welfare of the deaf of the State.

In schools for the deaf the industrial work was not originally introduced so much for its pedagogical value as for its financial assistance. This feature of industrial occupation has gradually disappeared until little of the work is done now for its pecuniary value, and our schools are from time to time placing their industrial departments upon a more complete educational basis.

Our effort is to make the industrial work a valuable addition to the education we offer and thus more properly prepare the pupils for useful citizenship. While our industrial work is not truly trades teaching, it is primarily a step toward a trade or a life occupation. In our industrial department, with seven instructors giving their time to this branch of education, the pupils

often become expert in the handling of machinery and materials and in the manipulation of tools, receiving at the same time a correct idea of work and an all round industrial training that enable them to take up almost any line of work and to easily secure employment when they leave school. In this department instruction is given in dressmaking, cooking, plain sewing and general housework for the girls and printing, carpentry, chair caning and manual training for the boys, in addition several boys assist in the kitchen, one in the engine room and one at barbering. The small boys and girls are given instruction in drawing, hand and loom weaving, basketry, plasticene modeling and general care of the dormitories and dining-rooms. From one half to two and a half hours are occupied each day in this work, according to the age, ability and strength of the pupil. The sewing rooms put out many articles of apparel as well as pillow-cases, table cloths, napkins, sheets and other household articles. Many ordinary repairs to chairs and furniture and to other articles are done by the boys. Chair-caning has occupied considerable time during the past year. A paper is printed and plenty of job work to insure variety and practice, comes to the printing shop from outside. Raw materials are converted into useful articles, thus affording ample variety for occupation and lessons of economy. The pupils have no difficulty in finding employment upon leaving school and are often in demand while still connected with the institution, particularly is this the case with the boys learning printing. Our former pupils may be found in almost every line of work to which deafness is not a barrier. It is customary to employ from time to time those of our pupils who show an aptitude for work about the house. For this purpose we have pupils training in household duties. We employ at present one of our graduates as chef, one as janitor, one as printer, and two in the laundry. We have also in our employ two who have received similar training in other schools. These deaf people work side by side with hearing people in the same lines of work, do their work faithfully and well and receive the same wages. We hope from time to time to employ more of our pupils after they leave school, for when good service in the household is so difficult to secure the steady work

of well-trained young deaf men and women offers a welcome relief.

One hour each week is given to drawing in the upper classes and includes the proper use of pencil, crayon, color and charcoal. Very creditable work was accomplished during the year. The course in drawing follows closely the elementary syllabus of the New York State Education Department. Only one change was made in the industrial staff, Mrs. Hester A. Gray resigned as teacher of dressmaking to accept a position in the Nebraska School and Mrs. Ella Phillips of Rome was appointed to succeed her.

The general health was good and the institution was particularly free from serious sickness during the year. Only a few cases of children's diseases developed and those were of a mild character. These diseases appear to be more prevalent than in former years. This is due no doubt to the fact that the pupils come to us much younger and before they have had these diseases. The medical attention the pupils receive is particularly good. With special surgical treatment of the very best character when the services of a surgeon are required, special eye, ear, throat and nose attention, all dental operations performed by an experienced and skillful dentist and the constant general supervision of our skilled attending physician, nurse, matron and supervisors, it is doubtful if our pupils could have better or equal care and treatment in their homes. A separate hospital building is available for contagious and serious sickness and a room in each dormitory furnished as an infirmary for trifling ailments. It is specially gratifying to be able to report that there were no deaths during the year in the institution. I respectfully refer you to the report of the attending physician for a statement in detail of the ailments.

The deaf as a class are much in need of regular and systematic exercise. Many of them come from homes where conditions are unfavorable to good health and where little attention is given to physical development. This school is particularly fortunate in the location and size of its play-ground and play-rooms, affording the pupils ample space and opportunity for recreation and sport in the spring and fall seasons, but is not furnished with an adequate means for physical exercise during the winter months. We

Principal's Residence — Northeast.

need a gymnasium with regular and systematic physical exercise for both boys and girls. When the pupils enter the school a large proportion have weakened constitutions which can be built up only by a nutritious diet and a careful course of physical training. This weakened condition shows itself most particularly in the tendency to shuffle and in the slow movements of both body and mind, which are very noticeable to the casual observer of deaf children. It is our aim to improve the body as well as the mind of the child. We have the nutritious food and the care and attention, but we lack the place and equipment for the systematic exercise necessary for the full development of this side of the child's education. We hope that a way may soon open for the introduction of these exercises.

In the household few changes were made. Mrs. Hester A. Gray, supervisor of girls, resigned to accept a similar position in the Nebraska School, Miss Georgiana Mack, supervisor of boys, resigned to enter other occupation and Miss June Camenga to be married. Mrs. Ella Phillips and Miss Cornelia Kittrick, both of Rome, were appointed to fill the vacancies.

Orderliness, cleanliness and neatness are demanded of the officers and teachers alike and it is our effort to have the institution at all times ready for visitation and inspection. The living rooms are large and comfortably furnished, the dormitories light and well ventilated and the beds comfortable; the dining-rooms are cheerful and the food is aboundant, wholesome and well prepared. Fresh air, good food, abundant sunlight, congenial occupation, wholesome entertainment, prompt obedience and sympathetic and intelligent nursing have made the pupils a healthy, happy and contented group of deaf children.

The buildings are in better condition than they have been for years. Many internal repairs and improvements were made during the year and paint and varnish were used freely in all parts. Dormitories, class-rooms, teachers' rooms, halls, closets, kitchen, store-rooms, bath-rooms, etc., were painted and kalsomined during the summer and particular attention was directed toward minor repairs throughout all the buildings, which has greatly assisted in keeping an orderly house and making the buildings more attractive. Rugs, curtains, window-shades, new desks, study-tables

and chairs, reading-rooms and pictures have added greatly to the comfort of the pupils. Great credit is due the household officers and supervisors for the excellent care given to the details of the management of the household and for its excellent condition. New floors were laid in the dormitories and bath-rooms of both the boys and girls' buildings and throughout other parts of the institution approximating 13,000 square feet; steel ceilings placed in living rooms, wood ceiling in the servants' cottage; new stairs in the boys' building, and electric motors in the laundry, printing office and carpenter shop; a new night lavoratory and drinking fountain were installed on the second floor of the boys' building; and the industrial building and hospital were connected with the city sewer; nearly 16,000 square feet of cement walk placed in and about the grounds, a new flag-pole erected and the lawn and driveways greatly improved. The institution presents a neat and attractive appearance, but the good work must be kept up if an old plant such as this is to be kept in good condition. Many more repairs of a similar nature as those outlined above are needed and indeed very necessary if the buildings are to be preserved for future use. Many of these repairs and improvements were made possible by an appropriation of $7,052 from the Legislature for the following purposes:

General repairs to buildings	$4,000 00
Cement walks	1,500 00
Deficit in heating plant	477 00
Flag-pole and flag	75 00
Plumbing boys building	500 00
Electric motor in laundry	250 00
Class-room equipment	250 00
	$7,052 00

If the Legislature will continue to give such assistance for a few years more we will be able to show a plant well and properly equipped in every particular for the work we are trying to do.

By careful purchasing and strict economy, the institution has been able to meet the demands made upon it and to maintain a

high standard in all its departments at a cost no greater than previous years, although the cost of supplies continues to increase yearly. For a detailed statement of the receipts and disbursements, I respectfully refer you to the treasurer's report.

The most important gathering of teachers of the deaf during the year was at Providence, Rhode Island, in July, when the Summer Meeting of the American Association to Promote the Teaching of Speech to the Deaf was held in the Rhode Island Institution for the Deaf. A large group of representative teachers of the deaf was present and an interesting and instructive program offered. This institution was represented by the principal and four teachers.

The record of the past year has much in it for gratification and also much to strengthen our belief in the work the institution is doing in the interests of the deaf. The year has been a peaceful and prosperous one, the general progress of the school most satisfactory and all connected with the institution faithful in the discharge of their duties.

I wish to express my great appreciation of the assistance of the Board of Trustees and its several committees; of the kindness of the many friends of the institution who in various ways have helped it, especially to those who by contributions of money, toys and other materials have added to the comfort and entertainment of the pupils; to the various institutions of a similar character for reports, papers, books and articles for our reading tables, and libraries and to the Public Library and the local places of amusement and entertainment where the pupils have been kindly received.

Respectfully submitted,

E. A. GRUVER,
Principal.

REPORT OF THE ATTENDING PHYSICIAN.

To the Honorable Board of Trustees of the Central New York Institution for Deaf-Mutes:

I have to report that we have passed through the year without any serious epidemic sickness appearing, and that the general health of the pupils has been excellent.

A significant fact to be noted is the marked freedom from respiratory troubles and intestinal disorders. This, I believe to be due to the superb location of the buildings, with their light and airy sleeping rooms and our abundant supply of pure water.

No deaths occurred during the year.

The following is a classified list of the diseases treated during the year ending September 30, 1912:

Ring worm	1
Tonsilitis	1
Bronchitis	6
Chicken-pox	14
Adenoids and tonsils (operation)	3
La Grippe	1
Mumps	14
Appendicitis (operation)	1
Tubercular adenitis (operation)	1

Respectfully submitted,

J. O. STRANAHAN,
Attending Physician.

Hospital — Northeast.

BY-LAWS.

Article I.

Of Members.

1. Any person may become a member of the corporation, and be entitled to all the privileges of life members upon being presented for membership at any meeting of the board of trustees and elected at that or any subsequent meeting of the board thereafter.

2. Any member paying $25 at one time shall be a life member, and as such qualified to vote for trustees.

3. Members may be elected at any annual meeting.

Article II.

1. The annual meeting of the members shall take place at the institution on the first Tuesday of February, at 2:30 o'clock, in the afternoon, of which meeting the secretary shall give one week's notice in two papers published in the city of Rome.

2. Two inspectors of election shall be appointed by the presiding officer of the meeting.

3. The election of trustees shall be certified in writing by the inspectors of election, and their certificates shall be recorded in the minutes of the board.

4. The trustees shall be divided into three classes in such a manner that the terms of office of five shall expire each year. At every annual election the vacancies in office thus occurring shall be filled by election for three years. Vacancies in office occurring by death, resignation or refusal to serve shall be filled by the board for the unexpired term.

Article III.

Officers of the Board.

1. The officers of the society shall be president, a vice-president, a treasurer and a secretary, who shall be elected by the board from their own members.

2. The office of secretary and treasurer may be held by the same person.

Article IV.

1. The board of trustees shall hold meetings at the institution, or at such other place as the board may direct, on the last Tuesday of each month, except when such Tuesday shall fall on a legal holiday, when such meeting shall be held on the day following, and also whenever called by the president or any three members. Seven members of the board shall constitute a quorum for the transaction of business.

2. At the meeting of the trustees the order of business shall be as follows:

1. Reading of the minutes of the last meeting.
2. Reading of the minutes of the executive committee.
3. Reports of committees.
4. Reports of the treasurer and principal.
5. Report of physician.
6. Miscellaneous business.

3. All motions or resolutions shall be presented in writing, except motion to adjourn or take recess.

4. All persons appointed or employed under the authority of the board shall hold their respective employments subject to being terminated at any time during the pleasure of the board, and the trustees shall fix the compensation of all persons appointed by them.

Article V.

Of Committees.

1. There shall be an executive committee of the trustees appointed annually by the board at the first meeting after the annual election, consisting of five members including the president, who shall always be a member of the committee. To this committee the exercise of the powers of the board is intrusted between the meetings of the board. But no purchase, lease or sale of real estate shall be made except on the sanction of the board of trustees.

2. The executive committee shall hold a meeting at the institution on the last Tuesday of each month, except when that day falls

on a legal holiday, when it shall be held on the day following. The executive committee shall act for the board in whatever other duties may arise between meetings subject to its approval, and shall see that all the orders of the trustees are promptly carried into effect. They shall examine and approve, modify or reject the bills of wants submitted by the principal. The fiscal year of the institution shall end on September 30th each year.

3. The president, secretary and chairman of the house committee shall constitute a committee which shall audit all bills for expenditures and certify to same.

4. A committee of three on visitation and inspection shall be appointed by the president every third month, beginning with the meeting in January, 1907. They shall look to the physical comfort and health of the pupils and employees and shall make a written report to the board monthly with such recommendations as they may deem advisable.

5. A committee of three on building and grounds, their condition, repairs and needed improvements, shall be appointed by the president, and they shall direct all ordinary repairs, and shall report in writing to the board at its monthly meeting such facts, observations and recommendations as they deem advisable.

6. A house committee of three, to be appointed by the president, shall have supervision of the supply and housekeeping departments, and shall report monthly in writing to the board such information and recommendations as they find desirable to impart and offer.

7. A school committee of three shall be likewise appointed, and they shall consult with the principal and teachers in reference to the educational and industrial work of the institution, and visit the class rooms and shops, and make monthly reports in writing to the board.

Article VI.

The president, or in his absence, the vice-president, shall preside at the annual meeting of the members and at all meetings of the trustees. In the absence of the president and vice-president a temporary chairman shall be appointed from among the trustees present.

Article VII.

Of the Treasurer.

1. The treasurer shall have charge of all the securities and funds of the institution, and shall make such disposition of the money on hand as the trustees shall direct. He shall have charge of the deeds and other evidences of title belonging to the institution.

2. He shall present to the trustees at each monthly meeting a monthly report, and at the stated meeting in November each year, an annual report of the accounts and of the funds of the institution.

3. He shall always give bonds, with such security or securities as the executive committee shall approve, for duly accounting for and paying over, on request of the board, the funds in his charge, and this bond shall be in the custody of the president of the board.

Article VIII.

Of the Secretary.

1. The secretary shall keep minutes of the proceedings at all the meetings of members of the board of trustees, and shall record them in a book to be kept by him for that purpose, and shall perform such other duties as the trustees may assign to him.

2. He shall give notice of the time and place of meeting of the members of the institution and the board of trustees.

Article IX.

The board may appoint an officer to be denominated the counsel of the board. He shall have the custody of all legal papers, and shall be charged with the prosecution of all claims and resistance of all contested demands on the part of the institution.

Article X.

Of the Principal.

1. The board of trustees shall appoint a principal, who shall be the executive head of the institution, and shall have charge of the educational and internal affairs of the institution, subject to such directions as may, from time to time, be given by the board.

2. He shall regulate the course of instruction and arrangement of studies and classes.

3. He shall arrange and conduct all examinations and exhibitions of the pupils.

4. He shall conduct or direct all correspondence relative to the admission of pupils and their education and attend to the collection of money due for board and tuition and clothing of pupils, and shall immediately pay over to the treasurer all moneys received by him.

5. Religious services shall be conducted in the chapel or classrooms daily, except Saturday, under the direction of the principal.

6. He shall frequently inspect all parts of the buildings and premises, and lay before the committee on buildings and grounds such suggestions on needed improvements, repairs and alterations as may seem proper to him.

7. He shall, with the approval of the board, hire, assign the duties of, direct as far as he may deem proper and dismiss, when he may consider it necessary, all persons whom it may be necessary to employ, not officers of the institution or appointed to places by the board of trustees.

8. No employee shall be allowed to have any member of his family residing in or at the expense of the institution.

9. He shall have power, with the approval of the executive committee, to suspend any professor, or teacher or officer, appointed by the board of trustees, during the recess of the board.

10. He shall attend all meetings of the board of trustees, presenting written reports on matters of interest and importance to the board.

11. He may speak on any matter under discussion.

12. He shall have power, temporarily, to suspend a pupil of the institution whenever he may deem it necessary for the maintenance of discipline, and he shall promptly report all such cases of suspension to the president of the board, whereupon the president shall call a special meeting of the executive committee as soon as practicable, to take such action in the case as they may deem desirable. No pupil shall be expelled from the institution for any alleged violation of its rules without the privilege of being heard by the executive committee in his defense.

Article XII.

Of the Pupils.

1. Every pupil who has not been vaccinated before being received into the institution shall be vaccinated without delay.

2. Pupils honorably dismissed from the institution shall receive a certificate signed by the principal.

3. No pupil shall be excused from recitation, attendance in the chapel or during the hours of study, except by permission from the principal, and no pupil shall be absent from the institution without his leave.

4. Pupils shall not be allowed to retain any pocket money, but on admission shall deliver the same to the principal, who shall cause it to be credited on the books of the institution, and returned in such sums as he may deem advisable.

Article XIII.

Of the Matron and Housekeeper.

The board of trustees shall appoint a matron and housekeeper, who, with such assistants as may be needed, shall discharge the duties appropriate to her office, under the general direction of the principal and the house committee.

Article XIV.

Of the Accountant and Supervisor.

The board of trustees shall appoint an accountant, who shall keep a complete record of the financial transactions of the institutions. The accountant shall submit to the treasurer a statement of the condition of the various accounts every month, or whenever requested by the board or executive committee, and perform such other duties as may be assigned by the principal and the house committee.

Attention to the details of procuring supplies shall be the duty of the accountant, subject to direction by the principal, but the accountant shall have no right to purchase or contract for merchandise.

Article XV.

Of Examinations.

There shall be an anual examination of pupils during the school year and on such days as the school committee may from time to time appoint.

Article XVI.

Of the Vacation.

There shall be a vacation from about the middle of June to about the middle of September, and no other vacation unless otherwise directed by the board.

Article XVII.

Dealings with Officers and Members.

Supplies and services may be procured for the institution by contract or purchase, from officers or members of the corporation, with the concurring vote of the majority of the active trustees, at prices and on terms not in excess of those to be obtained in the open market, when it is to the advantage of the institution.

Article XVIII.

The trustees may at any time at any regular meeting, alter, amend or add to these by-laws.

GENERAL INFORMATION.

The Central New York Institution for Deaf-Mutes was incorporated in 1875 and has since been in successful operation. Children between five and twelve years of age are received from any part of the State of New York, at the expense of the county in which the children live; those over twelve years of age at the expense of the State.

The institution is a progressive school for the education of the deaf, and all persons knowing of deaf children are earnestly requested to write to the principal, that they may be placed under instruction at once. In addition to the regular public school branches, instruction is given to the boys in wood-working, typesetting, carpentry, painting, glazing and cane-seating, and the girls are taught plain sewing, dressmaking, cooking, ironing and light housework. The buildings are lighted by electricity and heated by steam. Address all communications regarding the admission of pupils to the principal, Elbert A. Gruver, Rome, N. Y.

Terms of Admission.

1. This institution is intended for children who are either entirely or partially deaf, in consequence of congenital or adventitious deafness, and who cannot be educated in common schools.

2. Candidates for admission must be over five and under sixteen years of age, of ordinary intelligence and constitutional vigor, and free from contagious disease. They must pass satisfactory medical examination regarding these points.

3. Children, whose parents are residents of the State of New York, between the ages of five and twelve years, may be supported in the institution at public expense, and are admitted to the institution by a certificate from an overseer of the poor or the

Ball Grounds.

county supervisor. Those over twelve years must procure, either directly or through the principal of the institution, an appointment from the Commissioner of Education at Albany. Blanks, and all information as to these requirements, will be cheerfully furnished on application to the principal, at the institution.

4. Pay pupils are charged $350 for the scholastic year, payable semi-annually in advance. This sum provides for the wants of the pupils in all respects; tuition, books, board, washing and medical treatment in ordinary cases of sickness. Pay pupils, who do not board and lodge in the institution, are charged $150 a year.

5. All pay pupils entering the institution are admitted for the current school year. No deduction will be made from the annual charge in consequence of absence or on any account whatsoever, nor will the tuition fee, or any portion thereof, be refunded in case of withdrawal of pupils before the expiration of the school term.

6. Should objection exist to the admission of any individual, the board of trustees reserves to itself or its officers a discretionary power to reject the application.

7. The board of trustees also reserves to itself and its officers the right to dismiss any pupil.

8. The scholastic work of the school extends for forty weeks from about the middle of September of each year.

9. The school buildings are open all the year round, but the regular time of admission is at the commencement of the term. Pupils are received at other times by special arrangement.

The institution is located very centrally in the State, at Rome, in Oneida county, and is directly accessible from all points on the New York Central, and Rome, Watertown and Ogdensburg railroads; from points on the Utica and Black River and Adirondack railroads to Utica, and thence by the Central; from south-central points by the Delaware, Lackawanna and Western Railroad to Utica or Syracuse, thence by the Central to Rome; also via the New York, Ontario and Western Railroad from the south.

The institution buildings, consisting of three large, well-lighted and ventilated brick structures, with the necessary out-buildings

for shops and hospital, are situated on Madison street, on a plot of six and a half acres, in a healthful location.

All inquiries regarding the admission and dismissal of pupils, and correspondence with reference to their support and education, and all matters pertaining to them, should be addressed to the principal of the institution, Elbert A. Gruver, Central New York Institution for Deaf-Mutes, Rome, N. Y.

Advanced Class.

LAWS RELATING TO THE APPOINTMENT OF PUPILS.

Persons Eligible as County Pupils.

CHAPTER 36, LAWS OF 1892.

§ 2. Any parent, guardian or friend of a deaf-mute child within this State over the age of five years and under the age of twelve years may make application to the overseer of the poor of any town or to any supervisor of the county where such child may be, showing by satisfactory affidavit or other proof that the health, morals, or comfort of such child may be endangered or not properly cared for, and thereupon it shall be the duty of such overseer or supervisor to place such child in the New York Institution for the Deaf and Dumb, or in the Institution for the Improved Instruction of Deaf-Mutes, or in the Le Couteulx St. Mary's Institute for the Improved Instruction of Deaf-Mutes in the city of Buffalo, or in the Central New York Institution for Deaf-Mutes in the city of Rome, or in the Albany Home School for the Oral Instruction of the Deaf at Albany, or in any institution in the State for the education of deaf-mutes, as to which the State Board of Charities shall have made and filed with the Superintendent of Public Instruction a certificate to the effect that said institution has been duly organized and is prepared for the reception and instruction of such pupils.

EDUCATION LAW 1910.

(Amended to April 8, 1912.)

Persons eligible as state pupils.

ARTICLE 38.

§ 971. *All deaf and dumb persons resident in this State* and upward of twelve years of age, who shall have been resident in this state for one year immediately preceding the application, or, if a minor, whose parent or parents, or, if an orphan, whose nearest friend shall have been resident in this state for one year immediately preceding the application, shall be eligible to appointments as state pupils in one of the deaf and dumb institutions of this state authorized by law to receive such pupils.

§ 973. *Support and term of instruction of state pupils.* 1. Each pupil so received into any of the institutions aforesaid shall be provided with board, lodging and tuition; and the directors of the institution shall receive an annual appropriation for each pupil so provided for, in quarterly payments, to be paid by the treasurer of the state, on the warrant of the comptroller, to the treasurer of said institution, on his presenting a bill showing the actual time and number of such pupils attending the institution, which bill shall be signed by the president and secretary of the institution, and verified by their oaths.

2. The regular term of instruction for such pupils shall be five years; but the commissioner of education may, in his discretion, extend the term of any pupil for a period not exceeding three years. The pupils provided for in this section and sections nine hundred and seventy-one and nine hundred and seventy-two of this article shall be designated state pupils; and all the existing provisions of law applicable to state pupils now in said institutions shall apply to pupils herein provided for.

"Mohawk" Basket-ball Team.

It shall also be lawful for the commissioner of education to continue such pupils as state pupils for an additional period of three years for the purpose of pursuing a course of study in the higher branches of learning. The number of pupils continued each year in such course shall not exceed thirty in any one institution and such pupils must be recommended by the trustees of the institution in which they are attendant, before such extension of time is granted. [*Thus amended by L.* 1912, *ch.* 223, *in effect April* 8, 1912.]

§ 974. *Regulations for admission.* The commissioner of education may make such regulations and give such directions to parents and guardians, in relation to the admission of pupils into either of the above-named institutions, as will prevent pupils entering the same at irregular periods.

§ 975. *Clothing for state pupils.* 1. The supervisors of any county in this state from which county state pupils may be hereafter appointed to any institution for the instruction of the deaf and dumb, whose parents or guardians are unable to furnish them with suitable clothing, are hereby authorized and required to raise in each year for each such pupil from said county, the sum of thirty dollars.

§ 977. *Indigent deaf-mute children.* Whenever a deaf-mute child under the age of twelve years shall become a charge for its maintenance on any of the towns or counties of this state, or shall be liable to become such charge, it shall be the duty of the overseers of the poor of such town or of the board of supervisors of such county to place such child in one of the institutions enumerated in the next section.

§ 978. *Deaf-mute children improperly cared for.* Upon the application of any parent, guardian or friend of a deaf-mute child, within this state, over the age of five years and under the age of twelve years, the overseer of the poor or the supervisor of the town where such child may be, shall place such child in one of the institutions authorized by the laws of eighteen hundred and ninety-two, chapter thirty-six, to receive such pupils, as follows:

1. The New York institution for the deaf and dumb; or,

2. The institution for the improved instruction of deaf-mutes; or,

3. The Le Couteulx Saint Mary's institution for the improved instruction of deaf-mutes in the city of Buffalo; or,

4. The Central New York institution for deaf-mutes in the city of Rome; or,

5. The Albany home school for the oral instruction of the deaf at Albany; or,

6. To any other institution in the state for the education of deaf-mutes as to which the state board of charities shall have filed with the commissioner of education a certificate to the effect that said institution has been duly organized and is prepared for the reception and instruction of such pupils.

§ 979. *Maintenance of children.* The children placed in said institutions, in pursuance of the last two sections, shall be maintained therein at the expense of the county from whence they came, provided that such expense shall not exceed three hundred and twenty-five dollars each per year, until they attain the age of twelve years, unless the directors of the institution to which a child has been sent shall find that such a child is not a proper subject to remain in said institution. [*Thus amended by L.* 1910, *ch.* 322, *in effect May* 18, 1910.]

§ 980. *Payment of expenses of tuition and maintenance.* The expenses for the board, tuition and clothing for such deaf-mute children, placed as aforesaid in said institutions, not exceeding the amount of three hundred and twenty-five dollars per year, above allowed, shall be raised and collected as are other expenses of the county from which such children shall be received; and the bills therefor, properly authenticated by the principal or one of the officers of the institution, shall be paid to said institution by the said county; and its county treasurer or chamberlain, as the case may be, is hereby directed to pay the same on presentation, so that the amount thereof may be borne by the proper county. [*Thus amended by L.* 1910, *ch.* 322, *in effect May* 18, 1910.]

FORM OF APPLICATION FOR THE APPOINTMENT OF COUNTY PUPILS OF FIVE YEARS OF AGE OR UNDER TWELVE YEARS.

CERTIFICATE.

To be granted by the Supervisor or Overseer and sent to the Institution.

STATE OF NEW YORK, }
COUNTY OF ..... } *ss.:*

I have this day selected ..... of the town of ....., county of ....., son [*or daughter*] of ....., and who was born on the ..... day of ....., 19..., as a County Pupil in the Central New York Institution for Deaf-Mutes at Rome, for the term of ..... yrs. ..... mos. ....days, from the..... day of ....., 19..., to the..... day of ....., 19... (he being then 12 years of age), to be educated and supported therein during that period, at the expense of the county of ..... in conformity with the provisions of chapter 36, Laws of 1892, amending chapter 213, Laws of 1875; amending section 2 of chapter 325, Laws of 1863; as amended by chapter 180 of the Laws of 1870, and chapter 548 of the Laws of 1871.

..... Overseer of
the Poor of the town of....., or
Supervisor of the county of.....

Dated ....., 19...

FORM OF APPLICATION FOR THE APPOINTMENT OF STATE PUPILS OF TWELVE YEARS OF AGE OR OVER.

APPLICATION.

To the Trustees of the Central New York Institution for the Instruction of Deaf-Mutes, at Rome, Oneida County, N. Y.:

The undersigned, desiring to procure the admission of .... as a State pupil, into the institution above-named, would submit the following statement of facts:

State the real and full name of applicant.

Answer .....

State the residence of applicant as follows:

State .....

County .....

Town or city .....

(Give street address.)

How long has the applicant lived in the State of New York?

Answer .....

How long in the county above-named?

Answer .....

State full name of parents, guardians or nearest relative of applicant.

Answer .....

State the residence of the above-named parents, guardians or nearest relative, as follows:

State .....

County .....

Town or city .....

State how long the above-named parents, guardians or nearest relative have lived in the State of New York.

Answer .....

Manual Construction Work.

How long in the county above-named?

Answer .....

When was applicant born?

Answer .....

State where .....

Is the applicant of good moral character, free from disease; and does he possess intellectual faculties capable of instruction?

Answer .....

Has the applicant ever been a pupil in any institution for the deaf, and, if so, what one and for how long?

Answer .....

Has the applicant, or the parents, relatives or guardians above-named sufficient pecuniary ability to pay for clothing of said applicant at said institution?

Answer .....

State any other fact or facts connected with the history of applicant that will aid in determining this application.

Answer .....

.....

.....

.....

Date at ....., this .... day of ....., 19...

STATE OF NEW YORK, }
COUNTY OF ..... } *ss.:*

The undersigned, being duly sworn, says that ..... is the parent, guardian or relative of applicant above-named, and that the above statement, signed by ....., is true to the best of ..... knowledge and belief.

Sworn to before me, this.....
day of ....., 19...

Certificate of Alderman, Supervisor, Town Clerk, or Overseer of the Poor.

The undersigned hereby certifies that he has satisfactory evidence for believing that the foregoing statement is correct, and

would recommend the application to the favorable consideration of the Superintendent of Public Instruction.

.....

To the Honorable

Commissioner of Education, Albany, N. Y.:

The undersigned hereby recommend that the above-named applicant ....., be appointed a pupil in the ..... Institution for the ..... instruction of ..... at ..... for the term of ..... years, from ....., and that clothing be furnished by .....

.....

Principal.

Note.— It is desired that the application and affidavit be made by the parents, guardian or some relative of applicant, but when not practicable so to do, may be made by a party who has knowledge of the facts. If not made by the parent, state how person making the application became conversant with the facts.

NINETY-FOURTH ANNUAL REPORT

AND

DOCUMENTS

OF

The New York Institution

FOR THE

Instruction of the Deaf and Dumb

TO THE

LEGISLATURE OF THE STATE OF NEW YORK

FOR THE YEAR 1912

TRANSMITTED TO THE LEGISLATURE MARCH 19, 1913

ALBANY
J. B. LYON COMPANY, PRINTERS
1913

NEW YORK INSTITUTION FOR THE INSTRUCTION OF THE DEAF AND DUMB.

Fort Washington Avenue and West One Hundred and Sixty-third Street.

THE FIRST ESTABLISHED AND OLDEST ORAL SCHOOL FOR THE DEAF IN AMERICA.

THE FIRST MILITARY SCHOOL FOR THE DEAF IN THE WORLD.

Chartered 1817. *Opened* 1818.

A FREE SCHOOL FOR ALL DEAF CHILDREN OF THE STATE.

Total number of pupils who have received instruction during the ninety-four years since its organization, 4,553.

Every known instrument or aid which is of value in their education is used. Speech and speech-reading are taught to all. Education of the ear where there is a remnant of hearing. A course of study equivalent to that of common schools and academies. A mechanical trade is given to each pupil. Classes in cooking for the pupils. Thorough instruction in all departments of art a special feature of this Institution. A completely equipped gymnasium under the supervision of a physical director has been provided. Classes in band and field music. Military drill for the boys.

The Institution is delightfully situated on a high bank overlooking the Hudson, at a point where West One Hundred and Sixty-third street would, if opened, intersect the Riverside Drive. The entrance to the grounds is at Fort Washington avenue and West One Hundred and Sixty-third street.

All correspondence regarding the admission of pupils should be addressed to the Principal.

ENOCH HENRY CURRIER, M. A.

OFFICERS AND DIRECTORS.

President.

Charles Augustus Stoddard.

First Vice-President.

Thatcher M. Adams.

Second Vice-President.

Archibald D. Russell.

Secretary.

Samuel R. Betts.

Treasurer.

William M. V. Hoffman.

First Class — Term Expires May, 1913.

Charles A. Stoddard,
Julian W. Robbins,
Franklin A. Plummer,
James B. Ford,
Stuart Duncan,
F. Burrall Hoffman,
Francis G. Landon.

Second Class — Term Expires May, 1914.

Thatcher M. Adams,
Samuel R. Betts,
Warren E. Dennis,
Edwin Langdon,
Archibald D. Russell,
Robert G. Hone,
Bronson Winthrop.

Third Class — Term Expires May, 1915.

Eugene Delano,
Egerton L. Winthrop,
Samuel Sloan,
Francis V. Greene,
Charles A. Leale,
William M. V. Hoffman,
William Adams Brown,
Bayard Tuckerman.

STANDING COMMITTEES.

Executive Committee.

Egerton L. Winthrop, *Chairman.*

Eugene Delano, Stuart Duncan,
Julian W. Robbins, Robert G. Hone,
Bayard Tuckerman.

Finance Committee.

James B. Ford, *Chairman.*

W. M. V. Hoffman, Franklin A. Plummer,
Samuel Sloan.

Instruction Committee.

Charles A. Leale, *Chairman.*

William Adams Brown, Francis G. Landon,
Archibald D. Russell.

Law Committee.

Thatcher M. Adams, *Chairman.*

Samuel R. Betts, Francis V. Greene.

Real Estate Committee.

W. M. V. Hoffman, *Chairman.*

Archibald D. Russell, Warren E. Dennis.

Library Committee.

Edwin Langdon, *Chairman.*

F. Burrall Hoffman, Bronson Winthrop.

Committee on Nominations.

Archibald D. Russell, *Chairman.*

W. M. V. Hoffman, Egerton L. Winthrop.

Ladies' Committee.

Miss Harriette Taber, *Chairman.*
Mrs. LeGrand Lockwood, *Secretary.*

Mrs. Charles C. Beaman, Mrs. Robert Nicol,
Mrs. James M. Betton, Mrs. Charles A. Stoddard,
Mrs. Henry M. Day, Mrs. Charles Phelps,
Miss Caroline Delano, Mrs. J. Rodman Townsend,
Miss Gertrude M. Gillett, Mrs. Charles H. Knox,
Mrs. Wm. W. Heaton, Mrs. Thatcher M. Adams, Jr.,
Mrs. Moses Hopkins.

Honorary Member — Miss Virginia B. Gallaudet.

EDUCATIONAL DEPARTMENT.

Principal.

Enoch Henry Currier, M. A.

Professors.

Thomas Francis Fox, M. A., Litt. D.

William G. Jones, M. A.,
Frank S. Thomason,
Edmisten W. Iles, M. A.,
Edward S. Burdick,
Ignatius Bjorlee, M. A.,
Elwood A. Stevenson,

Victor O. Skyberg, M. A.

Teachers.

Helen B. Andrews,
Myra L. Barrager,
Amelia E. Berry,
Eva E. Buckingham,
Caroline Bogart,
Prudence E. Burchard,
Alma L. Chapin,
Clara B. Cooper, B. L.,
Lucile Cooper, M. A.,
Kate A. Currier,
Madge Dolph,
Alice C. Eckert,
Edna M. Fancher, B. A.,
Kathrin Forsythe,
Elizabeth T. Green,
Harriett C. Hall,
Emilie E. Hunter,
Sibelle de F. King,
Mildred Lloyd,
Mary B. MacIntyre,
Margaret S. McGill,
Jennie L. Ruggles,
Sarah E. Scofield,
Florence G. S. Smith,
Grace H. Stryker,
Alice M. Teegarden, M. A.,
Jennie L. Thomason, M. A.,
Allis M. Townsend.

Department of Industrial and Technical Art.

Gabriella M. LePrince.

Librarian.

Thomas Francis Fox, M. A., Litt. D.

Instructor in Military Tactics.

William H. Van Tassell.

Instructor in Band and Field Music.

Michael Mehling.

Physical Director.

G. Homer Cote.

DEPARTMENT OF LIP-READING, ARTICULATION, AND AURAL DEVELOPMENT.

Helen B. Andrews,
Amelia E. Berry,
Ignatius Bjorlee, M. A.,
Caroline Bogart,
Prudence E. Burchard,
Edward S. Burdick,
Alma L. Chapin,
Clara B. Cooper, B. L.,
Lucile C. Cooper, M. A.,
Kate A. Currier,
Madge Dolph,
Alice Eckert,
Edna M. Fancher, B. A.,
Kathrin Forsythe,
Elizabeth T. Green,
Harriett C. Hall,
Emilie E. Hunter,
Edmisten W. Iles, M. A.,
Sibelle de F. King,
Mildred Lloyd,
Mary B. MacIntyre,
Margaret S. McGill,
Jennie L. Ruggles,
Victor O. Skyberg, M. A.,
Florence G. S. Smith,
Grace H. Stryker,
Sarah E. Scofield,
Elwood A. Stevenson,
Alice M. Teegarden, M. A.,
Jennie L. Thomason, M. A.,
Frank S. Thomason,
Allis M. Townsend.

KINDERGARTEN AND TRANSITION CLASSES.

Directress.

Margaret S. McGill.

Helen B. Andrews,
Caroline Bogart,
Edward S. Burdick,
Alma L. Chapin,
Clara B. Cooper, B. L.,
Lucile C. Cooper, M. A.,
Kate A. Currier,
Madge Dolph,
Alice C. Eckert,
Edna M. Fancher, B. A.,
Kathryn Forsythe,
Emilie E. Hunter,
Sarah E. Scofield,
Alice M. Teegarden, M. A.,
Jennie L. Thomason, M. A.

OFFICERS OF THE BATTALION.

Colonel.

Enoch Henry Currier.

Major.

William H. Van Tassell.

Staff Officers.

Captain, Chester C. Altenderfer. *Lieutenant,* Frank M. Nimmo.

Cadet Captains.

Walter E. Kadel, Harry Goldberg,
William G. Lux.

Cadet Lieutenant.

Charles L. Drake.

Cadet Adjutant.

Morris Rubin.

Principal Musician.

Michael Mehling.

Cadet Chief Musician.

Herman Cammann.

Cadet Color Sergeants.

John J. O'Brien, James P. Gallagher.

Cadet Drum Major.

Charles W. Olsen.

Cadet First Sergeants.

William Burke, Joseph Zwicker,
Jean Paul Gruet.

Cadet Sergeants.

Leonard Kramer, Moses Moster,
Solie Goerschanek, Moses Schnapp,
Santo Giunta.

Cadet Corporals.

William L. Garrison, Walter G. St. Clair,
Rubin Pois, Charles Lambert,
Roy E. Parsons, Mendel Berman,
Tony Fanelli, George Walther,
David Polinski, Henry Miller,
James N. Orman.

Cadet Lance Corporals.

Max Cohen, James McVernon,
August Herdtfelder, August Wriede.

HOUSE STAFF.

Principal.

Enoch Henry Currier, M. A.

Attending Physician.

Edward H. Rogers, M. D.

Consulting Physician.

Charles A. Leale, M. D.

Dentist.

Charlotte E. Benton, D. D. S.

Head Nurse.

Mildred H. Robinson, R. N.

Assistants.

Nellie Murphy, Anna Heslin,
Bridget C. Dooner.

THE HOUSEHOLD.

Principal.

Enoch Henry Currier, M. A.

Steward.

William H. Van Tassell.

Assistants.

Robert L. Nimmo, Jr.
George S. Wilkinson (*House Steward*).
Margaretta Raymond (*Housekeeper*).
Emily Turner (*Assistant Housekeeper*).

Accountant.

John V. Miller.

Bookkeeper.

George H. Davis.

Principal's Secretary.

Enoch George Margraf.

Matron.

Mary Muirhead.

Assistants.

Alice E. Judge,
Alice M. Merchant,
Mary Lewis,
Mary E. Zimmerman,
Mabel R. Hall,
Pearle E. Schultz.

Tutors.

Chester Altenderfer,
William Edwards,
Frank M. Nimmo,
James Durand,
Paul Spanner,
Agnes Craig,
Effie M. Beaver,
Elizabeth Desch,
Bertha Dissinger,
Hilda Ettele,
Maud C. Erdman,
Jeanette Hoover,
Isabelle Hancock,
Frances H. Robbins,
Mary E. Spitler,
Katherine Dieter,
Rose E. Wood.

Engineer.

Joseph H. Banks.

Assistants.

Thomas Banks,
Nils Hansen.

Night Supervisors.

D. W. Davies,
Hugh W. Davies,
Thomas Williams,
Mary F. Tate.

TRADES SCHOOLS.

Principal.

Enoch Henry Currier, M. A.

MASTERS.

Printing.

Edwin A. Hodgson, M. A. Anthony Capelli, *Assistant.*

Carpentry and Cabinet Making.

Edward Clearwater, Samuel Coderer, *Assistant.*

Tailoring.

Theodore R. Wilson.

Baking.

Thomas Beatty.

House and Sign Painting.

Bernard Bruch, Hieronim Lachowicz, *Assistant.*

Dressmaking.

Jessie M. Killough, Irene A. Desch.

Shirtmaking.

Gertrude Spittler.

Plain Sewing.

Rose A. Lowe.

Cooking.

Gertrude P. Baldwin.

STATE OF NEW YORK

No. 51.

IN ASSEMBLY

MARCH 19, 1913.

THE NINETY-FOURTH ANNUAL REPORT.

DIRECTORS' PREFACE.

The Board of Directors of the New York Institution for the Instruction of the Deaf and Dumb respectfully submits to the Legislature of the State of New York their ninety-fourth annual report for the year ending September 30, 1912.

Together with this report, are also presented separate reports from the principal and the other officers of the Institution, setting forth in detail a complete statement of its modes of instruction, finances and domestic management.

During the year, 518 pupils have been enrolled, of whom 312 were males and 206 females; all of these have been under instruction.

The general health of the pupils has been good, there having been but one death during the year, that of a boy of 16 years, from chronic disease.

The principal's report deserves especial attention, because it presents in a forcible manner, some of the results of an experience of forty years of deaf-mute education, during twenty of which he has controlled and guided this large family of individuals, vary-

ing in age and in mental calibre; and also variously handicapped in their facility of thought and expression, because they are deaf and dumb. His discussion of methods of deaf-mute education is thorough and is heartily commended to all philanthropists and educators.

In this connection, the Directors would ask the members of the Legislature and those who are interested in the work of this Institution, to read the reports of Mr. Fox and Mr. Hodgson, who were sent to represent the New York Institution at the Paris Conference of Deaf-Mutes last summer.

These gentlemen are familiar with the French language, and though entirely deaf, have been taught and have practiced the entire oral and combined methods of instruction. They visited all of the schools of Great Britain and many of those in France, Germany and Holland, and were present at the Paris Conference, taking part in its exercises and debates. Their reports are eminently valuable, and cannot fail to be useful in guiding present and future instructors of the deaf.

The trades schools continue to be popular with the pupils and most satisfactory to their parents; and the results of their training are such that those who acquire practical knowledge therein are at once able on leaving the school to become self-supporting in respectable occupations.

Military training and discipline is retained and honored in the curriculum of the Institution, and no feature of our course excites more public interest or gains higher commendation. It develops the students in bodily health, mental discipline and manly bearing.

During the year Thomas N. Cuthbert has resigned as a director of the Institution, and General Michael Kerwin has died. He was a soldier of the Civil War who enlisted from Pennsylvania, rose from the ranks by bravery and merit to be brigadier-general, and served the government of the United States in its Pension Bureau after the war with honor and efficiency. His deafness, which was caused by a cannon shot, led him to take interest in the New York Institution for the Instruction of the Deaf and Dumb of which he became a valuable director and constant friend so long as he lived.

The annual examinations were conducted as usual in the end of May, and commencement exercises, which are described at length in this report, were held on the lawn upon a beautiful day in June, in the presence of more than a thousand spectators. On that occasion, special notice was taken of the long and devoted services of Mr. Enoch Henry Currier, the principal, both by resolution and gift, which were gratefully acknowledged.

The receipts for State and county scholarships and for the tuition of private pupils have been $154,415.15.

The expenditures for instruction and maintenance have been $201,153.64.

Leaving a deficit of $46,738.50.

This great burden, the largest in any year of the Institution, has been due to necessary and extensive repairs, the increased cost of living and improved methods of instruction. To meet its pressure the Directors have been compelled to seek funds in addition to those provided by the State, in order to do in the best manner the work committed to their care.

The most careful economy is practiced in the Institution, and all expenditures are rigidly scrutinized by the Executive Committee. But increase in the cost of food supplies, in materials for repairs, and in wages of subordinate employees, cause an outgo which steadily advances upon income. Under these circumstances, it seems right to ask the State to increase the per capita allowance for the students in the institution. The Directors invite the friendly investigation of all its operations, confident that the results of such scrutiny will show the faithfulness and devotion of men who during ninety-four years have gratuitously and unselfishly given time and service, and often money, to care for and elevate to citizenship and happy lives a class of unfortunate children of the State.

Previous Legislatures have frankly recognized and generously aided this work and the Directors bespeak the continued interest of their successors.

CHARLES AUGUSTUS STODDARD,
President.

Samuel R. Betts,
Secretary.

PRINCIPAL'S REPORT.

To the Board of Directors of the New York Institution for the Instruction of the Deaf and Dumb:

GENTLEMEN.— I submit the customary annual report presenting the condition of the Institution, putting on record its progress, with the evidences and teachings of experience, for the year 1912, the same being the ninety-fifth of its corporate existence, the fortieth of my service and the twentieth since I assumed the duties of principal.

Our large family has been blessed with wonderful health, only a single death within the entire school year, that of a boy of 16 years, from chronic endocarditis.

The pupils have pursued their studies gainfully and among the instructors and officers have existed harmony and concert of action which have made the year not only profitable in results, but also agreeable to contemplate.

ATTENDANCE.

There have been during the past year in attendance 518 pupils, of whom 312 were males and 206 females, supported as follows:

	Males.	Females.	Total.
By the State	162	109	271
By the State and Institution	11	10	21
By the State and counties	20	14	34
By the counties	103	67	170
By the counties and Institution	2	2	4
By parents and guardians	3	1	4
By the Institution	11	3	14
Total	312	206	518

The causes of deafness, recorded from the statement of parents or friends at the time of the admission of the pupil, were as follows:

Accidents	2	Pneumonia	3
Blows	2	Rickets	6
Catarrh	3	Eye trouble	1
Cerebro-spinal meningitis.	102	Vaccination	2
Cramps	1	Whooping cough	1
Consumption of the stomach	1	Typhoid fever	3
Concussion of the Brain.	1	Typhus fever	1
Diphtheria	3	Unnamed fevers	3
Eczema	1	Falls	29
Brain fever	46	Nervousness	1
Scarlet fever	26	Heart trouble	1
Congenital	191	Indigestion	2
Paralysis	1	Growth in throat	1
Spasms	2	Inflammation of the ear	1
Colds	1	Worms	1
Hysteria	1	Lockjaw	1
Marasmus	1	Convulsions	11
Measles	4	Fright	1
Running ears	25	Membrane croup	1
Removal of adenoids	1	Unknown	36

The ages at which loss of hearing occurred are:

Congenital	191	Seven years	12
Before one year	33	Eight years	8
Before one and two years.	66	Ten years	6
Two years	50	Eleven years	3
Three years	27	Twelve years	4
Four years	22	Thirteen years	1
Five years	12	Fourteen years	3
Six years	15	Unknown	65

It will readily be seen from a study of these tables that we are confronted with a great variety of individuals of differing degrees

of mental calibre, as well as variously handicapped in the facility of thought expression by speech.

To provide for the needs and necessities of a group of children so unlike requires an adjustment of methods so that it may be possible to lead out and develop to the fullest extent the powers that are within the individual. The trend of modern educational thought with regard to the proper procedure to secure the best development of the normal child is toward a study of the child as an individual, and avoiding, as far as possible, the moulding of each and every child to the same pattern. Also must be considered the *object* of the educational effort.

In this Institution we seek to prepare the individual so that he may at the time of his graduation be fitted, without further apprenticeship, to take up work, support himself, and, in case of necessity aid the members of his family.

To accomplish this, we are necessarily compelled to use the variety of methods which are in each case indicated by the response of the individual to experimental tests.

On admission to the school every child is tested and taught orally for at least two years, at which time, if the indications are that the latent mentality can be brought out, the mind strengthened and developed more rapidly by a combination of manual spelling and writing, the child is afforded opportunity to use these forms of thought interchange.

For the semi-mute who has become deaf at four years or upwards; for the semi-deaf who has a modicum of ability to perceive sound; it is to be expected that results by oral methods will be reasonably satisfactory and the individual will be broadened by the assimilation of knowledge and by the ready fluent expression of thought through the use of speech forms.

It must, however, be remembered that to the totally deaf speech as is generally understood does not exist. The inability to hear renders the enunciation of the speaker merely a series of subtle signs and the theorist who asserts that speech thrills and arouses the mental activity of the deaf child as it does the hearing child, has failed to consider the deaf child's condition.

Speech without apprehended sound is merely a series of lip signs.

The Congenitally Deaf Child.

As the direct cause of congenital deafness is most generally the absence of vital power in the auditory nerve, or that nerve center where it has its base, the exciting cause must be sought in conditions that may affect the development of the brain and nerves.

The same arrests of development and malformations of the cerebro-spinal system, which, confined to the organ of hearing, produce deafness, give rise, when they extend to the brain, to idiocy, epilepsy and paralysis, so that it will readily be seen that the preparation of a course of procedure in an institution like ours, where are to be found every variety of deaf children, recognition must be had of physical conditions and the resultants thereof.

We have the largest and, save in one respect, the best appointed school for the deaf in the world and we have high authority for believing that the results gained by our broad system of procedure as shown by our graduates, are not surpassed elsewhere.

The Directors of this Institution since 1819 have repeatedly sent special observers to examine the systems and processes of the schools for the deaf, both in Europe and in America. From these studies has been developed the course of instruction used in this Institution, the oldest oral school for the deaf in this country.

Let us be honest and state facts instead of fancies. Seek information from the educated deaf themselves, who know as no theorist can, the effect of spoken language addressed to the eye.

To those who hear, speech possesses a natural fitness to serve as an expression of thought, as well as a means of intercommunication.

For the congenital deaf, or those who become deaf ere they have learned to speak, articulation is unnatural and, under the most favorable circumstances, is acquired painfully, laboriously and reluctantly.

Instead of addressing that sense which in our marvellous cerebral organization is the chief medium of consciousness and the machinery of reasoning, it is for the deaf child only addressed to the eye and touch.

Articulate words are for those who never heard, more difficult

to remember, more difficult to repeat even mentally, than under the forms of the manual alphabet or writing.

With us and with those who are termed semi-mutes, the written word only recalls the spoken word. With the deaf taught to articulate, the articulation seems to recall and lean upon the written word or some other visible sign.

It is this condition of mentality that leads me to the assertion that the use of the Bell symbols of visible speech is not only of the greatest value in enabling the deaf, after leaving school, to speak fluently and enunciate more clearly, but also to prevent, in great measure, non-use of spoken language and that irresistible desire to revert to the silent methods of thought expression which is generally found among the adult deaf.

The comparison is easily made and should lead educators of the deaf to return to the general use of these symbols. It is not enough for the teacher alone to be acquainted with these symbols of speech sounds, it is of greater necessity to the deaf since the mental picture of the symbol inspires his mind to remembrance of values, even as the sound through the ear makes the spoken word a living potential to the hearing.

Reason would decide *a priori* and experience has abundantly confirmed the decision that mental development will be more rapid, more likely to raise the deaf child to the intellectual level of the normal child, if like the latter he is permitted to use a natural form of expression, one whose elements cling to his memory and impart that stimulus to all forms of mental activity excited by free competition and collision with other minds. To repress the free and easy interchange of thought and ideas is to imprison the soul and destroy the intellect.

The leading educators of the normal child are agreed upon this and also the necessity of bending the system of procedure to the individual, since all are not possessed of equal powers of mind or body.

Consideration of the first principles will show that the mere visible and tangible motions of the organs of speech, awakening to reminiscences of sounds that once thrilled the sensorium are, for the true deaf, but motions, and by their evanescence, fail to arouse to activity the person to whom they are presented. They

do not and by their nature cannot thrill as do the words addressed to the ear.

It is to be regretted that year after year, public enthusiasm and parental solicitude are excited by statements that deaf children from birth are taught to speak as normal people speak and to read on the lips with such marvellous facility that a casual observer may hold conversation with such pupil, without suspecting his deafness. These instances are presented so forcibly that the uninformed come to believe that such proficiency is possible to all the deaf, and it seems impossible to show that it is only so in the case of especially gifted individuals — the rare exception — the genius of the generation.

The cold, severe fact that it is not possible for every deaf child to speak clearly, intelligibly and euphoniously, nor for all to acquire a facility of reading, interpreting and understanding the rapid motions of the lips of the speaker, does not easily compete for the public attention with the glowing, attractive fiction, because an understanding of the limitations imposed by deafness is not possessed by the majority of educated and intelligent people.

Within the last few years in this country considerable effort has been made to conduct the education of the deaf in day schools, for the ostensible reason that institutions fail to give the value of home training, home influences, home surroundings, etc.

Can we not profit by experiences of other countries?

Must we impair the usefulness of a generation of the deaf, because we will not heed the lesson that may be gained from the experiences of France, Belgium and Germany?

In Europe, more than half a century ago, public opinion was in favor of turning over the instruction of the deaf to the teachers of the common schools, thereby securing for them the advantages of home training and refining home influences. Leading men in France, Belgium and Germany labored to show that special institutions were unnecessary for the deaf and that they could receive all the instruction they needed or were capable of receiving in public schools, along with their hearing brothers and sisters.

The seductive promises thus held out, led the governmental authorities of these countries to give all possible facility for trying such experiment.

In general the results of these experiments were complete failures, except in some few cases, where the deaf possessed rare quickness and docility, and some hearing ability.

This movement, as stated by the then head of the School for the Deaf in Brussels — Chanoine De Haerne — was productive of benefit to the cause of deaf-mute education, in that the movement brought to public notice many deaf children who otherwise would have grown up uneducated, through the negligence of ignorant relatives and parents, and excited in their behalf an interest on the part of intelligent persons which finally resulted, when the failure of the common school instruction became apparent, in the deaf being sent to special institutions.

Thus it was that these institutions gained in number of pupils, through the very measure intended to do away with them.

One of our graduates in whom was developed, while in this school, an ability to interpret speech sounds when addressed to the ear, entered an agricultural college in the State of Connecticut, pursued successfully a three years course and is now finishing in the University of Wisconsin with a standing of B. It would be manifestly unfair to take this individual as the unit of measure for all the semi-deaf and insist that such attainment should be possible for every person included in this class.

He is the third only, in an experience of forty years, who has been able to make such attainment.

By reference to the report made to the Board of Directors by the Committee on the Annual Examination, it will be seen that there were thirty oral classes, and fourteen manual classes, which followed in the various grades the syllabus for elementary schools, prescribed by the Department of Education at Albany.

This comparison of orally taught classes with those manually taught is not a permanent proportion, but changes each year with the character of pupils in attendance.

The course of instruction was enlarged by the introduction in May last, of the "Montessori System" for young children. Its value to the normal Italian children is stated to be great, but we are confronted with entirely different conditions and, therefore, must await the results of our tests before estimating its practical worth to the deaf of America.

Other special features of our course of instruction are the use of musical harmonies to enliven the pupils themselves and to accentuate the value of rhythmic exercises, folk dances, kindergarten games and also in exercises arranged for the cultivation and development of the voice.

Training in band and field music has a permanent place in our course since the experimental stage has long been past and the results so marked that to abandon it would be to defraud the deaf child of a most important factor, not only in his mental, but especially in his physical development.

The military training and the discipline continue. The ready, prompt and cheerful obedience to a central authority; the erect carriage of body and the inculcation of habits of courtesy and self-respect which are the fruits of this procedure, testify to its necessity for the deaf. It is the counterbalance to that extreme of encouraging the untrained, unformed mind to disregard all consideration for the rights of others and will prevent excessive selfishness. It will certainly eliminate the possibility of educational anarchy as well as a disregard of civil laws.

Three of our graduates have been given places in three institutions for the deaf for the purpose of introducing this phase of development which was inaugurated in this Institution.

In this connection it would seem appropriate to note the missionary work of our moving picture films of the cadets in military ceremonies. Butts' rifle drill and two recitations in the sign language by Professor William G. Jones, which have been exhibited before audiences in the following places during the year:

School for the Deaf, Flint, Mich.
School for the Deaf, Council Bluffs, Iowa.
School for the Deaf, Sulphur, Okla.
School for the Deaf, Oakland, Cal.
Central Kansas Association of the Deaf, Wichita, Kan.
School for the Deaf, Mt. Airy, Philadelphia, Pa.
National Fraternal Society of the Deaf, Springfield, Ohio.
New England Gallaudet Association of the Deaf, Mattapan, Mass.
John A. Hogan, Rochester, N. Y.

Through the interest in the school, Hon. John Whalen, chairman of the Committee on Lectures and Libraries of the Board of of Education of New York city, made this Institution a lecture center and a course of lectures on miscellaneous topics was arranged for the coming year. I append the titles for your information:

"Alaska and Her Wonderful Resources," by Miss Emma R. Steiner. The social, political and great mineral advancement of Alaska in the last seven years.

"Sculpture in New York," by Mr. John Quincy Adams.

"Egypt and the Nile," by Peter MacQueen, F. R. G. S. A trip along the historic river of the Pharoahs from Alexandria to Lake Victoria Nyanza, 4,000 miles.

"The New York Zoological Park," by Miss Mary V. Worstell. The origin and location of the park; the animals on exhibition, and how they are cared for.

"Around the World with the Atlantic Fleet," by Mr. Geo. E. T. Stevenson, of the United States navy. Scenes in all ports visited and seas crossed on the greatest cruise ever taken by a battle fleet.

"Our Friends, the Animals," by Mrs. Mary Searl Sage. Our four-footed friends and how to treat them; our little brothers of the air and how to attract them.

"Fighting the Polar Ice," by Mr. Anthony Fiala. The story of the Ziegler expedition of 1903–1904–1905 by its commander.

"The Panama Canal," by Mr. Farnham Bishop. What it will be, why and how the United States is building it; why the French failed to build it. How a colony of 10,000 Americans is kept healthy and contented in the tropics.

"Golden California," by Curtis Lee Laws, D. D. The land of eternal snow and perennial beauty. Marvelous fertility and wealth of natural resources. The history of California mingled with descriptions and views of exquisite beauty.

"Country Life in the West," by Mr. Barnum Brown. How poor men are to-day becoming land owners; the advantages of living in the country; where to go and how to get there.

The interpretation of these lectures to the pupils will be made by the professors, in turn. A beam of light sufficient to illuminate

the signs will be thrown upon the interpreter without detracting from the projection of the pictures upon the screen.

Instruction in art has been continued with gratifying results. It can readily be understood that this form of thought expression is especially attractive to the deaf, since with them the eye is the avenue through which contact with the world is had.

The Fanwood Literary Association, composed of pupils above the fourth grade and teachers, continues to be a helpful factor in stimulating a taste for reading and literary work. Its meetings, held weekly on Saturday evenings, are a source of profitable as well as pleasurable entertainment to the members, who arrange the programs and attend to the details and exercises presented in turn by the various classes.

In the year under review these programs included nine debates, four declamations, twelve dialogues, four entertainments, seventy-seven readings, three social reunions and nine lectures, delivered by teachers on the following subjects: "The West," "Oedipus Rex," "The New South," "Antarctic Explorations," "The German Navy," "The Revolution in China," "Presidential Probabilities," "The Lesson of the Titanic Disaster."

There were also provided eleven moving picture exhibitions, which delight the deaf more than any other form of visual presentation.

The Library.

On January 1st, there were in the library 12,235 volumes, more than 4,000 volumes being in the pupils' special collection. Of these 957 were thrown aside as so worn as to be beyond repair. They were replaced by over 1,000 carefully selected new books. These embrace all branches of childdren's reading such as fairy tales and fable, light reading, military and naval heroes, biography, history, travel, scientific advance, and practical up-to-date handicraft. Special care was given to children's stories of motoring, aeroplanes, motor boats and the Polar regions.

The reference library was increased by twenty-nine volumes of the latest edition of the Encyclopaedia Britannica, and a cabinet to hold them, the gift of Mr. James B. Ford, a member of the Board of Directors, and also ten volumes of Cooper's

works and eight volumes of the Waverly novels from Mr. J. V. Miller.

The number of drawings from the pupils' section during the year was 5,813.

TRADES SCHOOLS.

The teaching of trades has been continued in a practical manner, best illustrated by the fact that the graduates of June were, with a single exception, permanently placed before the school opening in September.

I present for your information a statement of the work done in the different trade schools.

There were forty-four pupils assigned to printing; the value of their work during the year amounted to $3,199.65.

Forty-four were afforded opportunity to learn carpentry and cabinet making; the value of their work is estimated at $4,160.75.

Twenty-four pupils in the school of house and sign painting and glazing, completed work approximately estimated at $3,000.

One hundred and one girls were assigned to classes in dressmaking, plain sewing, shirt-making, etc. The amount of work performed by the members of these several classes, as shown in the appended table, will indicate a degree of great activity as well as superior ability:

Hand towels	3,686	Pillow cases	264
Girls' drawers, pairs	168	Sheets	321
Boys' night shirts	168	Laundry bags	9
Boys' waists	72	Sash curtains, pairs	21
Girls' white aprons	369	Home dresses	14
Gingham dresses	121	Medicine towels	69
New sleeves in uniforms, pairs	95	Table napkins	1,128
Boys' shirts	259	Home dresses repaired	14
Neckties	180	White petticoats	1
Baskets lined	6	Corset covers	2
Uniforms repaired	228	Splashers	25
New uniforms	183	Bath towels	401
		Dish towels	358

Girls' waitress aprons..	24	Iron holders	17
Table cloths	158	Doctors' hospital coats.	6
Girls' gowns	150	Nurses' aprons	1
Cooking school aprons..	72	Pupils' dish washing	
Gingham aprons	182	aprons	32
Drop skirts	45	Tutors' gingham aprons	32
Stockings darned, pairs.	258	Tool apron	1
Coffee bags	60	Hospital carriage bag..	6
Hospital screen covers.	11	Hall door curtains, pair	1
Bean bags	12	Drop skirts repaired...	44
Curtains repaired	8	Shoe bag	1
Slate rags	48	Cotton petticoats	14
Piano cover	1	Coats repaired	4
Boys' rompers	24	Kimona	1
Draw sheets	24	Cushion cover	1
Boys' pants, pairs.....	6	Typewriter cover	1
Girls' white waists....	3	Dressing screen cover..	1
Girls' dress skirts.....	2	Hospital slings	13
Jumpers	368	Combing towels	12
Commencement dresses.	4	Nurses' uniforms re-	
Boys' hats	6	paired	6
Rag bags	6	Muslin squares (school)	100

Cooking has been taught to ten classes. In order that the pupils may become familiar with the proper control of heat and secure results so essential in the preparation of food, both coal and gas ranges have been used. The benefits conferred by the experience and practice in this line have been made known by frequent reports from the homes of the children. The course of the year is appended:

Making of fire.
Boiling of water.
Tea — Coffee — Cocoa.

September.

1st week — White Bread; Stew from Cold Meat; Dutch Apple Cake.

2nd week — Graham Rolls; Carrots and Peas; Gingerbread.
3rd week — Currant Buns; Rice with Tomatoes; Currant Cookies.

October.

1st week — Graham Bread; Creamed Onions; Baked Apple Dumpling.
2nd week — Raised Biscuit; Red Cabbage; Currant Cakes.
3rd week — Currant Bread; String Beans; Peach Short Cake.
4th week — Ring Buns; Cauliflower, White Sauce; Cookies.

November.

1st week — Coffee Cake; Baked Sweet Potatoes; Cake.
2nd week — Date Rolls; Potato Salad, German Style; Cocoa Cakes.
3rd week — White Bread; Beef Loaf; Apple Puffs.
4th week — Graham Bread; Lyonnaise Potatoes; Cake.

December.

1st week — Currant Buns; Beef Stew; Raisin Cookies.
2nd week — Rolls; Baked Potatoes; Cake.
3rd week — Raised Biscuit; Cranberry Jelly; Candy; Jelly Cake.
4th week — Raisin Bread; Scalloped Potatoes; Peanut Cookies.

January.

1st week — Coffee Rings; Baked Beans; Prune Rolls; Lemon Sauce.
2nd week — Currant Buns; Meat Cakes; Cranberry Tarts.
3rd week — White and Graham Rolls; Chicken Stew; Cake.
4th week — Swedish Buns; Creamed Oysters; Cake.

February.

1st week — Cinnamon Buns; Broiled Hamburger Steak, Onions; Cake.

2nd week — French Rolls; Rice, boiled in Milk; Banana Short Cake.
3rd week — Raisin Cake; Macaroni, Tomato Sauce; Cake.
4th week — White Bread; Clam Broth; Crullers.

March.

1st week — Coffee Cake; Stuffed Beef Loaf; Chocolate Cake.
2nd week — Rolls; Fresh Fish; Cake.
3rd week — Steamed Graham Bread; Creamed Salmon; Cake.
4th week — White Bread; Graham Gems; Coffee; Cake.

April.

1st week — Round Coffee Cake; Scrambled Eggs; Brownies.
2nd week — Currant Buns; Omelet; Cake.
3rd week — Rolls; Stuffed Eggs; Oatmeal Cookies.
4th week — Raised Biscuit; Creamed Potatoes; Spice Cake.

May.

1st week — Raisin Buns; Steamed Cabbage; Cocoa Muffins.
2nd week — Graham Bread; Fruit Salad; Spice Cake, white.
3rd week — Currant Buns; Codfish Cakes; Cake Frosting.
4th week — Coffee cake; Cream Toast; Cake.

June.

1st week — White Bread; Creamed Tapioca; Cocoa Layer Cake.
2nd week — Swedish Buns; Strawberry Short Cake.
3rd week — Raised Biscuit; Potato Salad, Boiled Dressing; Cake; Tea.

Financial.

The increased cost of living has of necessity augmented the expenses of maintenance and support.

The receipts for State and county scholarships and for tuition fees of private pupils have been $154,415.14.

The expenditures for instruction and maintenance have been $201,153.64.

The deficit of $46,738.50 was made up from the real estate fund of the Institution. For detailed information, however, of matters financial, I would most respectfully refer you to the report of the treasurer of the Institution.

NOTES.

October 5th — Dr. Haenlein of the Royal Institution for the Deaf and Dumb, Berlin, Germany, and Mr. Silvadio, of the Institution for the Deaf and Dumb, Rio Janeiro, Brazil, inspected the work of the Institution. They were sent by the University of Berlin.

November 16th — Twenty-five pupils with their teachers visited the Budget Exhibit.

November 9th — Band to the Seventy-first Regiment Armory to play in aid of the Swedish Home for the Aged.

November 17th — Founder's Day. The cadets were reviewed and judged by Major R. L. Foster of the Twelfth Regiment, Captain Dayton of the Twelfth Regiment and Lieutenant Cole of the Ninth Coast Artillery. The competitive drill to determine the company to which the colors should be entrusted for the ensuing year was won by "A" Company, "B" Company second, "C" Company third.

November 19th — Birthday of Dr. Harvey P. Peet celebrated in the chapel by appropriate exercises.

December 4th — Dr. Isaac Lewis Peet's birthday celebrated. This day also marks the fifty-seventh anniversary of the removal of the Institution to its present site.

December 20th — Pupils and teachers to the Kinemacolor Theatre, on invitation of the management.

January 18th — Benjamin R. Winthrop's birthday. Commemorative exercises in the chapel.

January 27th — Battalion to Twelfth Regiment Armory to take part in a military tournament.

February 3d — Band and field music to Seventy-first Regiment Armory to furnish music for the general rally of the Boy Scouts of America — reviewed by General Sir S. S. Baden-Powell.

February 12th and 22d — Exercises appropriate to the birthdays of Presidents Lincoln and Washington, held in the Assembly Hall.

February 14th — Two hundred pupils, as guests of the "Evening Mail," attended the performance of "The Million" at Herald Square Theatre.

February 15th — Illustrated lecture, "The Stars," by Professor Baumgardt.

February 21st — School of Philanthropy visited the Institution and were addressed by the Principal.

March 8th — Band and field music to Sportsmen's Show, Madison Square Garden, where they furnished music for both afternoon and evening exhibitions.

March 11th — Four hundred and fifty pupils and teachers accepted invitations to enjoy "Oedipus Rex" at the Kinemacolor Theatre.

March 12th — Our blind-deaf pupils were present at the Museum of Natural History to attend lecture prepared especially for the blind.

April 24th — Miss E. S. Lum, of "The Castle," at Tarrytown, N. Y., with twenty-two of her pupils, visited the Institution.

May 3d — Arbor Day celebrated.

May 15th — The principal completed forty years of service. In the morning he was given a surprise by pupils, officers and teachers, who presented the following address, bearing the signatures of all the household:

"ADDRESS

to Principal Enoch Henry Currier on the fortieth anniversary of his entering upon the work of Deaf-Mute Education.
May 15th, 1912.

"*Dear and Beloved Principal:*

"You are probably surprised to find us gathered here this morning, when you imagined we were attending to our respective duties, but it has been wisely said by a distinguished savant that there are times when the best example of duty is the practice of that which we see and have at hand. Surely it would have been an unpardonable oversight did your staff and pupils allow this day to pass without taking cognizance of the historic anniversary it recalls.

"Those who win esteem are the seekers of something far higher than self. Their object is not personal enjoyment, but rather a high idea of duty, of devotion, of benevolence in one form or another. In a good cause they neither shrink from difficulties nor call on the earth to witness it as something wonderful; unmoved alike by misunderstanding and misrepresentation of motives, they patiently push ahead, counting it blessedness to spend and be spent. We live in an age which judges men by what they actually accomplish, and by that standard, in the minds and hearts of those who know you and the work you are doing here, you have earned a high place in the field of deaf-mute education.

"Forty years ago to-day you came here a young man, to enter upon what became your life-work — the instruction of the deaf. To-day the gray hairs of time are beginning to honor your service. Few here beside yourself can recall the Fanwood of '72. We know that it was larger then in the matter of acreage of land than it is to-day, for the city had not begun to press it into its present rather contracted confine, but in no other way did it excel the Institution you are so ably managing. In the number of pupils, in the extent of buildings, in the progressive course of instruction, both intellectual and industrial, in the attention to physical and sanitary health, in military discipline, and the numerous details of business management required in a large household, the nine-

teen years of your principalship has shown an amazing advance; to us the marvel of it all is that so few seem to comprehend the changes for the better your work of these years has wrought.

"It is well, once in a while, that the plain truth be spoken, even though it may sound a bit laudatory. If it fits, it is both meet and proper to express it — and surely it does no harm to speak and warm the living blood of a friend while he can hear and appreciate. Looking backward over the history of the Institution to the days of the two great principals, Drs. Harvey Prindle Peet and Isaac Lewis Peet, under whose personal guidance you received your early professional training, it can truly be said that your preparation was both long and arduous, and productive, when the responsibility descended upon you, of a man who knew his own mind, who was led by no chimera or false theories, but set his mark and hewed his way; to-day your work is showing results that, we believe, will stand the test of time.

"Thus it happens that with sincere joy we greet you on this morning of a day which must recall to you so many memories of the past, of your days in the ranks, when you worked cheerfully side by side with so many others, who have either gone to other fields of usefulness, or passed over to the Great Beyond. And, while we bring no gifts of gold or silver, we do offer with loving loyalty our most sincere congratulations upon your achievements here at Fanwood, and pray you may long be spared to us all for many happy days yet to come to the glory of Fanwood, and for the betterment of the deaf of New York and of the nation at large."

May 21st — Member's Day. Competitive drill and review of the battalion by Brigadier-General Elmore F. Austin and staff, who awarded the medals provided by Archibald D. Russell, Esq., and General George Moore Smith.

May 24th — The first Conference of Teachers of the Deaf of New York city was held at this Institution.

June 13th — Ivy Day.

June 16th — Baccalaureate Sermon, preached by the President of the Institution.

June 18th — Commencement exercises held on the lawn of the Institution.

Officials of the State Department of Education, the State Board of Charities and Hon. Thomas W. Hynes, Supervisor of Institution Accounts, Comptroller's office, New York city, have made the customary inspections during the year.

To those members of the Board of Directors who made very generous provision for special entertainments, which gave much pleasure to the pupils during the holiday season and for the enlargement of the library of the Institution, we are grateful.

An expression of appreciative thanks is hereby tendered to the publishers of the large list of papers sent regularly to the reading room of the Institution.

CHANGES IN THE PERSONNEL.

At the close of the school year three of the teaching staff, Harry Best, M. A., Edwin L. LaCrosse, M. A. J. D., and Pattie L. Thomason, B. L., retired, after serving as instructors for periods of five, three and four years, respectively. These vacancies were filled by the appointment of Victor O. Skyberg, M. A., Edmisten W. Iles, M. A., both of whom had completed the Normal Fellow's course at Gallaudet College, and by the return of Miss Eva E. Buckingham, after a year's leave of absence.

This concludes the record of a year marked by satisfactory advancement, because the principles which have guided us are right and the processes in accordance with sound philosophy; therefore, the results which have enabled our graduates, almost without exception, to maintain a high standard of productive citizenship, are calculated to afford satisfaction to all who have shared in the efforts.

This period under review also marks the completion of a term of forty years of service by the principal, during the last score of which the responsibilities of resident executive officer have been borne with the supporting aid and encouragement of the Board of Directors.

For this confidence and for the most generous testimonial vouchsafed at the close of the academic year, I am overwhelmed with a

grateful appreciation, which words cannot adequately express. No man can receive a higher recognition of his labor than it was my privilege on Commencement Day to receive at your hands.

With such support, under the guidance of the Divine Providence, which has so signally marked all our history with rich blessings, the new year will be begun with an enthusiasm, honesty of purpose and confidence that will insure a still higher sphere of usefulness in the education of the deaf.

Respectfully submitted,

ENOCH HENRY CURRIER,
Principal.

November 25th, 1912.

REPORT OF THE COMMITTEE ON THE ANNUAL EXAMINATION.

To the Board of Directors of the New York Institution for the Instruction of the Deaf and Dumb:

GENTLEMEN.— The committee appointed by the Board to conduct the annual examination of the pupils respectfully submits its report.

The examination occupied the week including Tuesday, June 4th, and Tuesday, June 11th, excepting Saturday and Sunday.

There were present during the year 518 pupils, arranged in eight grades, comprising 44 classes; 30 were oral classes, or taught chiefly by the oral method, and 14 were manual classes. Of these classes, 23 were in school six hours daily, and the remainder, composed of pupils over the age of 14, spent half a day in school and the other half devoted to learning a trade. For several of the all-day classes, periods were set aside for instruction in cooking and for exercises in the gymnasium; every class had an hour's instruction in drawing each week. The result of the instruction in art, as well as the work of the special art classes, were inspected by the Chairman of the Committee of Instruction and by the principal, who made the awards of prizes in this department.

In the 12 kindergarten sections and three of the transition classes, the latter being midway between kindergarten and grade classes, there were 143 children whose instruction was almost entirely by the oral method. They were taught by 15 teachers, giving an average of 9 pupils to a class. Nearly the same average number of pupils prevailed in all the other classes, few having more and some less than 12, although those present at the examination, with others who had left at various periods during the year, make some of the classes appear to be above this average.

The questions submitted to the classes in the examination were prepared with reference to the work covered in the State Syllabus for Elementary Schools, which is the basis of instruction.

We append the schedule of classification, which shows the grades, the assignment of teachers, the number of pupils in attendance during the year, and the number present at the examination:

Schedule of Classification, June, 1912.

Grades.	Teachers.	Under Instruction During the Year.			Present at Examination.		
		Males.	Females.	Total.	Males.	Females.	Total.
	Academic.						
College Preparatory	Thomas Francis Fox.	1	2	3	1	2	3
	Grammar.						
7th Oral	Ignatius Bjorlee	4	2	6	3	2	5
7th Manual	Ignatius Bjorlee	8	...	8	8	...	8
6th Fem. Oral	Harriett C. Hall	...	13	13	...	9	9
6th B. Oral	Amelia E. Berry	6	5	11	6	3	9
6th A. Oral	Amelia E. Berry	8	4	12	7	4	11
6th Manual	Edwin L. LaCrosse	12	...	12	9	...	9
5th Fem. Manual	Prudence E. Burchard	...	12	12	...	9	9
5th Mixed Manual	Prudence E. Burchard	8	4	12	8	4	12
5th Fem. Oral	Harriett C. Hall	...	12	12	...	7	7
5th Male Oral	Frank S. Thomason	11	...	11	11	...	11
	Intermediate.						
4th Fem. Manual	Harry Best	...	12	12	...	11	11
4th B. Oral	Pattie L. Thomason	11	...	11	10	...	10
4th Male Manual	Edwin L. LaCrosse	12	...	12	12	...	12
4th A. Oral	Frank S. Thomason	12	...	12	11	...	11
4th Mixed Oral	Allis M. Townsend	4	9	13	4	8	12
Deaf-Blind	Myra L. Barrager	2	2	4	2	0	2
3rd B. Oral	Elizabeth T. Green	6	6	12	6	6	12
3rd A. Oral	Sibelle de F. King	5	5	10	5	5	10
3rd B. Manual	Elwood A. Stevenson	13	...	13	13	...	13
3rd A. Manual	Harry Best	13	...	13	13	...	13
3rd Mixed Manual	Mildred Lloyd	5	7	12	5	7	12
2nd B. Oral	Florence G. S. Smith	6	3	9	6	3	9
2nd A. Oral	Grace H. Stryker	6	6	12	4	5	9
2nd Manual	Mary B. MacIntyre	...	13	13	...	13	13
	Primary.						
1st Oral	Jennie L. Ruggles	6	5	11	6	5	11
1st Manual	Elwood A. Stevenson	8	3	11	7	3	10
Special	William G. Jones	14	...	14	10	...	10
Transition D	Lucile Cooper	8	4	12	7	4	11
Transition C	Alma L. Chapin	6	6	12	6	6	12
Transition B	Kate A. Currier	8	4	12	8	3	11
Transition A	Edward S. Burdick	9	3	12	8	3	11

SCHEDULE OF CLASSIFICATION, JUNE, 1912 — (*Continued*).

TEACHERS.	UNDER INSTRUCTION DURING THE YEAR.			PRESENT AT EXAMINATION.		
	Males.	Females.	Total.	Males.	Females.	Total.
KINDERGARTEN.						
Margaret S. McGill Helen B. Andrews Caroline Bogart Clara B. Cooper Madge Dolph Alice C. Eckert Edna M. Fancher Kathryn Forsythe Emilie E. Hunter Sarah E. Scofield Alice M. Teegarden Jennie L. Thomason	102	59	161	90	53	143

RECAPITULATION.

NUMBER CONNECTED DURING THE YEAR.		PRESENT AT THE EXAMINATION.	
Males	312	Males	286
Females	206	Females	175
Total	518	Total	461

PREAMBLE AND RESOLUTIONS.

Whereas, An examination of State pupils in the New York Institution for the Instruction of the Deaf and Dumb, has been held by the committee appointed by the Board of Directors for that purpose; and

Whereas, The same has been found satisfactory with regard to the attainments and conduct of the following named pupils, viz.:

Jacob Bartnofsky,
William H. Berg,
Hjalmar Bergstrand,
John Breden, Jr.,
Morris Elowitz,
Annie E. Frank,
Frederick A. Gabay,
William L. Garrison,
Mary E. Gilmour,
Solie Goerschanek,
Elsie M. Hatch,
Wilhelm Hausman,
Julia Heine,
Rachel Kantrowitz,
Shenelke Kobrin,
Henry A. Koster,
Bertha Lester,
Moses Moster,
Charles W. Olsen,
Fanny Paul,
Arthur Pederson,
Katie Ross,
Moses E. Rosenberg,
May Ruhl,
Jennie Skulnik,
Barbara Spoehrer,
Irving Simon,
Charles R. Snook,
Hosea Steinhauer,
Agnes Vallely,
Joseph Zwicker,

who have completed, or within the coming academic year will complete, the term of five years for which they were originally selected as pupils by the Department of Public Instruction; therefore,

Resolved, That said pupils be, and they are hereby recommended to the Commissioner of Education, to be continued under instruction for three years from and after the expiration of their several terms, agreeably to the existing provisions of the law.

Resolved, That James L. Landon, Susan M. Adcock and Rebecca Halpern, who have completed the full term authorized by law as State pupils, and who have passed a satisfactory examination, be, and they are hereby recommended to the Commissioner

of Education, to be selected for admission to the high class, upon the expiration of their terms.

Resolved, That a copy of the foregoing resolutions be forwarded to the Commissioner of Education for his action.

Resolved, That, in accordance with the provisions of the by-laws of this Institution, certificates of good scholarship be given to the following named pupils, who have successfully completed a five years' course of instruction, viz.:

Jacob Bartnofsky,
William H. Berg,
Hjalmar Bergstrand,
John Breden, Jr.
Morris Elowitz,
Benjamin F. De Castro,
Annie E. Frank,
Frederick A. Gabay,
William L. Garrison,
Mary E. Gilmour,
Solie Goerschanek,
Elsie M. Hatch,
Wilhelm Hausman,
Rachel Kantrowitz,
Shenelke Kobrin,
Henry A. Koster,
Bertha Lester,
Moses Moster,
Charles W. Olsen,
Fanny Paul,
Arthur Pederson,
Katie Ross,
Moses E. Rosenberg,
May Ruhl,
Jennie Skulnik,
Irving Simon,
Barbara Spoehrer,
Charles R. Snook,
Hosea Steinhauer,
Agnes Vallely,
Joseph Zwicker.

Resolved, That the following named pupils, who have completed an eight years' course of instruction, are entitled to diplomas, and that same be given to them, viz.:

Susan M. Adcock,
James Bailey,
Charles Bromberg,
Andrew Coffey,
Joseph P. Dennan,
Cecelia Gilmour,
Millard B. Greene,
Albert C. Gunter, Jr.,
Violet Hann,
Rebecca Halpern,
James L. Landon,
Bertha Levy,
Herbert C. Lieberz, Jr.,
Nita Millington,
Evelyna Moose,
Mary J. Murdock,
Louis Rothkkrug,
Edward Trinks.

Resolved, That diplomas for the supplementary course of two and three years be given to Harry Blechner, Delma Pearce and Charles Weimuth.

Resolved, That a diploma of the highest grade be given to James H. Quinn, who has completed a full course of three years' study in the high class.

Resolved, That the prizes for shirtmaking be conferred on Annie Fisher and Barbara Spoehrer.

Resolved, That the prizes for dressmaking be conferred on Evelyna Moose and Gladys Wren.

Resolved, That the prizes for plain sewing be conferred on Jennie Skulnik and Elsie Hatch.

Resolved, That the prizes for proficiency in cooking be awarded as follows:

Sixth Female Oral — Wanda Makowski.
Fifth Female Oral — Carrie Lanz.
Fifth Female Manual — Martha Muller.
Fourth Female Manual — Jennie Skulnik.
Fourth Mixed Oral — Max Hoffman.
Third Mixed Manual — Florence Hughes.
Third Mixed Oral — Bessie Frey.
Second B Mixed Oral — Rebecca Mishkin.
Second A Mixed Oral — Samuel Jampol.
Second Manual — Edith Kalman.

Resolved, That the prizes for speed and accuracy in typesetting, punctuality and good conduct during the year, originality of taste in job work, and general knowledge of printing, be awarded as follows:

First Grade — James H. Quinn.
Second Grade — Solie Goerschanek.
Third Grade — Moses Schnapp.
Fourth Grade — Santo Giunta.

Resolved, That the prizze for press work be awarded to Herbert C. Lieberz, Jr., and James Gallagher.

Resolved, That the prize for marked improvement and good conduct be awarded to Charles Weimuth.

Resolved, That a prize for general excellence be awarded to Harry Blechner.

Resolved, That prizes be given to the pupils of each division for proficiency in their respectivve trades, viz.:

CARPENTERS.

Morning Division.

First prize, Charles Bromberg. Second prizze, Moses Biaowitz.

Afternoon Division.

First prize, Morris Elowitz. Second prize, Joseph Rubin.

HOUSE AND SIGN PAINTING AND GLAZING.

Morning Division.

First prize, Albert C. Gunter, Jr. Second prize, William H. Berg.

Afternoon Division.

First prize, John F. Koeper. Second prize, Joseph Zwicker.

Resolved, That, from the interest of the bequest made to this Institution by the late Madame Jumel, the following prizes be awarded in the Department of Art:

Prizes for Illustration — Jean P. Gruet, Michael Ciavolino, Sarah Treadwell, Cecelia Gilmour.

Prize for Modeling — Delma Pearce.

SCHOOL ART PRIZES.

First Grade — George L. Freyer.
Second Grade — Henry Miller.
Third Grade — Royal A. Kroboth.

Fourth Grade — Nita Millington.
Fifth Grade — Carrie Lanz, Gladys Wren.
Sixth Grade — Susan M. Adcock.
Seventh Grade — Joseph P. Dennan.

Resolved, That the Henry Jansen Haight prizes for painting be awarded as follows:

First Prize — Walter E. Kadel.
Second Prize — Walter G. St. Clair.
Third Prize — Zelda Bernstein.

Resolved, That the Archibald D. Russell gold medals, for highest proficiency in the school of the soldier, be awarded to Cadet Sergeant John F. Koeper, A Company; Cadet Roland Ross, B Company; Cadet Corporal Charles G. Golden, C Company.

Resolved, That the principal's gold medal for the best drill officer be awarded to Cadet Captain Harry Blechner.

Resolved, That the medals provided by General George Moore Smith for marked excellence in military drill be awarded to Cadet Corporal William L. Garrison and Cadet Roy Parsons, A Company; Cadets Morris Rubin and Davis Polinski, B Company, and Cadet Lance Corporal August Herdtfelder and Cadet Albert Neger, C Company.

Resolved, That the medal for general excellence in field music be awarded to John Nesgood.

Resolved, That the prize pprovided by Mr. James B. Ford for general ability in carpentry and cabinet-making, combined with self-control and good conduct, be awarded to Andrew Coffey.

Resolved, That the Cary testimonial, for superiority in character and scholarship, be awarded to Katie Ross.

Resolved, That the Demilt prize, for character and scholarship, be awarded to Susan M. Adcock.

Resolved, That the Frizzell Prize, for unremitting effort and successful attainment, whether in language, signs, poetry, or other

studies embraced in the intermediate course, be awarded to Barbara Spoehrer.

Resolved, That the Grosvenor prize, for excellence in the reciprocal use of language and signs, be awarded to Lucille Lefi.

Resolved, That the Alstyne prize, for general excellence of character and preseverance in well doing, be awarded to Rebecca Halpern.

Resolved, That the Eliza Mott prize, for improvement in character, be awarded to Wanda Makowski.

Resolved, That the Dennistoun prize, for superiority in English composition, be awarded to Alice Tracy.

Resolved, That the Anderson prize, for superior attainment, be awarded to Herbert C. Lieberz, Jr., and Charles Weimuth.

Resolved, That the prize offered by the Hollywood Fraternity of Deaf-Mutes to the female pupil who shall, in the opinion of the principal, have made the greatest progress during the year, be awarded to Florence M. Gaunt.

Resolved, That the prize provided by the League of Elect Surds, the fraternal society of the adult deaf in the city of New York, to be conferred annually upon the male graduate who shall, in the judgment of the principal, have made best progress in all departments during the year, be awarded to Edward Trinks.

Resolved, That the Ida Montgomery testimonial, provided in fulfillment of the wishes of the late Benjamin Robert Winthrop, to be conferred upon such graduate pupil who, having become deaf prior to the age of 15 years, shall, in the judgment of the principal, have shown marked excellence in studies, character and manual skill, be awarded to Millard B. Greene.

Resolved, That the testimonial to be conferred every year, in accordance with the terms of the bequest to this Institution by the late Harriet Stoner, upon such pupil in this Institution as has not acquired any knowledge through the ear, and at the time of graduation shall be found to have attained the highest comparative excellence in character and study, be awarded to Delma Pearce.

Resolved, That the Holbrook gold medal, for highest excellence in all studies pursued in the high class, be awarded to James H. Quinn.

All of which is respectfully submitted.

CHARLES A. LEALE,
WM. ADAMS BROWN,
ARCH. D. RUSSELL,
Committee on the Annual Examination.

COMMENCEMENT WEEK.

IVY ORATION.

By JAMES H. QUINN.

Dear Principal, Ladies and Gentlemen, Fellow Members of the Graduating Class:

We are here assembled to dedicate the 1912 Class Ivy. Until now we have not grasped the full significance of the great event of our lives — our graduation. We begin to realize that we are about to graduate and after the lapse of a few days our school life will be over and that we are now nearing the parting of the ways.

In the past few years this was to us but an annual ceremony which we witnessed as a matter of course; now we ourselves are in the center of the stage — the chief actors. The summer vacation was to us a relaxation for a time from the routine of school life. We always could look forward for the end of the days of idleness and recreation and the taking up anew of the work of training ourselves for the battle of life.

But to us this vacation is the beginning of our life work. We have been trained to shoulder the burden of daily toil and to carry it correctly. Let us strive to "make good," to show the world that the graduates of Fanwood are equal to the finished product of any school in this broad land of ours, so that the work of our alma mater may not prove fruitless.

Our class motto, "Steadfast," is a peculiarly appropriate one when speaking of the ivy. Alike through the storms of winter and the gentle days of summer it continues to grow upward, ever upward, and to spread out until the surrounding wall is covered with the beautiful growth. From it we can learn a lesson. May we ever progress steadfastly upward, through the stormy tribulations of life as well as its pleasant years, that we may be a credit to Fanwood and an example to those who follow after us.

THE BACCALAUREATE SERMON.

By Rev. Charles Augustus Stoddard, D. D.

The baccalaureate sermon was preached by the President, Rev. Charles Augustus Stoddard, D. D., at the Institution, on Sunday, June 26, 1912, from the text in the eighth chapter of Paul's epistle to the Romans, the twenty-eighth verse: "All things work together for good to them that love God." The speaker showed at length the beneficent law which governs the universe, and closed as follows:

"My dear friends, pupils of the New York Institution for the Deaf and Dumb, the text has a special lesson for you and an application to your position here. The good providence of your Heavenly Father has brought to you this well-furnished and orderly school, and provided for your bodily and mental wants. All things have been arranged in this Institution so that they should work together for your good and train you to be useful and happy here and hereafter. The sole condition of your success is the same as that of all the children of our common parent — that you love and serve Him.

"Such love and service imply obedience, industry and devotion to duty; and I am happy to know that you show these traits of character in your daily conduct here. May those of your number who go forth into active life this year carry them into the larger scene; and may those who remain for more instruction keep up the high standard which has been attained here. Aim high. Seek to please God and you cannot fail to satisfy your teachers and your friends. Love God first and your souls will be drawn to pure and beautiful things. Seek first the Kingdom of God and His righteousness, and all good things will be added thereunto."

The sermon was printed in full in the Deaf-Mutes Journal of July 4, 1912.

ANNUAL COMMENCEMENT.

In the afternoon of Tuesday, June 18th, at 3 o'clock, the ninety-fourth commencement was held on the lawn to the east of the Academic Building.

PROGRAM.

I. Prayer.

II. Address by the President of the Institution.

III. Exercises by the pupils, conducted by the Principal.

1. Salutatory address, with essay, "The Advantages of a Military School," by Millard B. Greene.

2. Presentation of Cooking Class Methods.

3. Kindergarten Exercises.

(a) A Country Dance.

(b) "Bean Setting" (an English Folk Dance).

(c) "The Little Red Hen." (Oral.)

Little Red Hen — Who will help me plant this wheat? Will you help me, Mrs. Duck?

Mrs. Duck — Quack, quack, I can't, I can't!

Little Rabbit — No, no, I can't, I can't!

Little Pig — No, no, I can't, I can't!

Mrs. Goose — No, no, I can't, I can't.

Old Dog — Bow, wow, I can't, I can't!

Old Sheep — Baa, baa, I can't, I can't!

Old Cat — Meow, meow, I can't, I can't!

Old Cow — Moo, moo, I can't, I can't!

Mr. Horse — Neigh, neigh, I can't, I can't! Plant it yourself.

All — The sun shone, and the rain came down to water the grain of wheat, and it grew, and grew to be so high.

Red Hen — Who will help me cut it?

All — No, no, I can't, I can't! Cut it yourself.

Red Hen — Who will take it to the mill to be ground into flour?

All — No, no, I can't, I can't!

The mill wheel went round and round, and the mill stones went round, and the wheat was ground into flour.

Red Hen — Who will make some bread?

All — No, no, I can't, I can't! make it yourself.

Red Hen — Who will help me bake it?

All — No, no, I can't, I can't! Bake it yourself.
Red Hen — So I will.
Red Hen — Who will help me eat it?
All — I will, I will!
Red Hen — No you will not eat one bit of it, not even a crumb. I shall eat it myself.

(d) A Scarf Drill.

4. Graduating Essay, "Friendship," by Harry Blechner.
5. Graduating Essay, "Recent Progress in Aviation," by Herbert Lieberz, Jr.
6. Graduating Essay, "Art in the Home," by Delma Pearce.
Music by Van Baar.
7. Primary, Intermediate and Advanced Oral Exercises.
(1) Tom, the Piper's Son. (Miss Stryker's Class.)

Act I.

Place: The road in front of the Piper's house.
Tom — I wonder if I could play a tune like my father!
Aurelio — Look! There is Tom, the Piper's son.
Lizzie — Tom! Tom! Can you play us a tune?
Tom — I don't know. I never tried.
Lizzie — Can you play "Onward Christian Soldiers." That's a pretty tune.
Tom — I'll try it. Perhaps I can play it for you.
All — Ha! Ha! You can't play, Tom. You can't play.

(Enter a fairy.)

Fairy — What's the matter, Tom?
Tom — The boys and girls say I can't play. Are you a fairy?
Fairy — Yes, I'm a fairy. Don't cry, Tom. Perhaps I can help you. Do you wish to play magic music?
Tom — Magic music? Yes, how can I?
Fairy — Every day for one year you must go by yourself and practice.
Tom — If I do that, can I play magic music?
Fairy — Yes, and then everybody will dance to your music.
Tom — I'll do it. I'll practice every day for one year and then I'll see if I can play magic music.

Act II.

Place: The same. Time: A year later.
Tom — One year ago, to-day, the fairy spoke to me. I did what she said. I have practiced every day. I wonder if people will dance to my tune.

(Enter Robert.)

Robert — Oh! Oh, dear! Oh! My rheumatism is so bad! Oh, dear! I can't walk. What a pretty tune! I can't keep my feet still.

(Enter Samuel.)

Samuel — Oh, rats, rats! I feel so cross —

(Enter Lizzie, Dora and Aurelio.)

Lizzie — Oh, see! There's that cross boy!
Aurelio — He does not look cross, now.
Samuel — I am not cross any more. Hear the boy play.
Lizzie — Oh, how beautiful! How beautiful!
Dora — It is lovely! Lovely!

(Rose and Mary enter.)

Rose — I am an old woman. I must walk very slowly.
Aurelio — Stop! Stop and hear the boy play.
Mary — That's Tom, the Piper's son. He can't play.
Aurelio — Where's your cane?
Rose — I am not an old woman any more.
Samuel — Now I am not cross any more.
Tom — How is your rheumatism?
Robert — My rheumatism is all gone.

(Enter a fairy.)

Fairy — It is your magic music.
Tom — My magic music!

(2) Mistress Mary. Concert Recitation. (Miss Green's Class.)

Allen Cattanach — Mary, Mary, quite contrary,
How does your garden grow,
Silver bells and cockle sehlls
And pretty maids all in a row.

Girls — I'm not Mary quite contrary,
But the gardens they do grow,
Full of bells and cockle shells
And pretty maids all in a row.

Allen Cattanach — Pretty maids, lovely maids,
All in a row,
Can you tell us anything
To make a better show?

All — Silver bells and cockle shells
And pretty maids all in a row,
There is nothing, sir, in this wide world,
To make a better show.

(3) The Farmer and the Apple Tree. (Miss Townsend's Class.)

Farmer — I think I'll cut down this tree. I want it for wood.
Tree — Oh, Farmer, please do not cut me down.
Farmer — Why not? Your fruit is sour and bitter.
Tree — But the squirrels love my fruit and the birds — come squirrels, come birds, do come and help me.
Birds — Farmer, kind Farmer, please do not cut down our tree. We can make nests in its branches.
Squirrels — Oh, Farmer, Farmer, do not cut down our tree. She gives us food and makes a home for us.

Bees — What is all this fuss about?
Farmer — I am going to cut down this tree.
All — Of, Farmer, Farmer, think how long it took this tree to grow?
Bees — Do not be foolish, birds and squirrels. It is the farmer's tree.
Farmer — True, true, Mrs. Bee.
Bees — Of course, it is your tree. You made it, didn't you?
Farmer — N-n-n-o, I did not make it.
Bees — Did you make the sunshine?
Farmer — N-n-n-o, I did not make the sunshine.
Bees — Did you make the soil for it?
Farmer — N-n-n-o, I did not make the soil, but I am going to cut it down. I cannot stand here talking all day.
Bees — Well, Mr. Farmer, if you are going to cut the tree down, just go around the other side of her.
Farmer — Oh, what is in this box?
Bees — Look and see.
Farmer — Honey! Honey! Honey! Whoever thought of finding honey in this old tree. This is the best honey I ever tasted.
Bees — We put it there, Mr. Farmer.
Farmer — You did? Put some more there, will you?
Bees — But, you are going to cut the tree down, Mr. Farmer.
Farmer — Not to-day, the birds want it.
Bees — To-morrow?
Farmer — Not to-morrow, the squirrels want it.
Bees — Next week?
Farmer — Not next week, the bees may want it to put honey in. I shall never cut down a pretty tree again.
All — Oh! Thank you, kind Farmer.

(4) Selections. (Miss Thomason's Class.)

And what is so rare as a day in June?
Then, if ever, come perfect days.—*Lowell.*
There's never a leaf nor a blade too mean
To be some happy creature's palace.—*Lowell.*
Oh, ho! it is June, and the blushing roses
Blossom lavishly everywhere.—*W. W. Caldwell.*
A thing of beauty is a joy forever.—*Keats.*
There is a lesson in each flower,
A story in each stream and bower.—*Scott.*
With Freedom's soil beneath our feet
And Freedom banner streaming o'er us.—*Drake.*
Beautiful hands are those that do
Work that is earnest, brave and true.—*Kingsley.*

Peace blesses all our happy land,
Our flag, from sea to sea.
Great God! each loyal heart and hand
And voice is praising Thee.—*Kent.*

(5) Recitation, "The Raven." Barbara Spoehrer and Alice Tracy.

8. Presentation by the Band and Field Music.
   (1) Star Spangled Banner.
   (2) (a) Robin Adair.
   (b) Soldier's Farewell.
   (3) Medley.
   (4) Cornet and Baritone Duet, "Some Day," by Edward Trinks and Millard Greene.
   (5) My Maryland.
   (6) Cornet Duet, "The Song that I Alone Can Know," Rocco De Muccio, Alfred Bielefeld.
   (7) Auld Lang Syne.
   (8) Love Me.
9. Art Work with the Deaf.
10. Graduating Essay, "The Value of Music to the Deaf," by Edward J. Trinks.
11. Graduating Essay, "Inventions in Agriculture," by Charles H. Weimuth.
12. Graduating Essay, "A Pioneer in Newspaper Work," by Joseph Dennan.
13. Military Exhibit by C Company.
Music by Van Baar.
14. Presentation of Gymnasium Work.
15. Graduating Essay, "Specializing and the Value of Industrial Training," with Valedictory, by James H. Quinn.

At this point the treasurer of the Institution, Mr. William M. V. Hoffman, came upon the platform and made the following remarks:

Ladies and Gentlemen: Permit me to call your attention, just for a moment, to a ceremony not on the program.

Through the courtesy of Dr. Stoddard, president of this Institution, it is my privilege to say a word in regard to a man whom I am sure everybody connected with this school holds in the highest esteem. I refer to your principal, Enoch Henry Currier. Nineteen hundred and twelve marked the fortieth year of Mr. Currier's connection and service in this Institution. Now, my

friends, what does this mean? It means that Mr. Currier has spent many of the very best years of his life in the service, toward the welfare and the building up of this Institution, until to-day it stands second to none in this country. It means that his magnetic personality and radiating influence has been felt, not only by the Board of Trustees, but by instructor and teacher, pupil and employee, and therefore, on behalf of the Board of Trustees, I say to you, sir, all praise and honor are due. Praise, because of your sterling qualities, and for the characters you have developed within these youths; honor because of your paternal care and watchfulness over their health and happiness; and let us hope, sir, as these girls ripen into womanhood, and these boys manhood, and leave these walls and leave your care — under which it has been a privilege for them to have been — that they will ever be a delight to you, and ever be typified examples of your learning and your teaching. Here upon lasting parchment the Board of Trustees, through a committee appointed for the purpose, have caused to be placed a few sentences, expressing their deep regard and esteem for your never failing energy and ever faithful service.

The resolution was then read. It is as follows:

The Board of Directors of the New York Institution for the Instruction of the Deaf and Dumb, at their meeting on May 21st, 1912, appointed a committee to prepare a suitable resolution in view of the service of Enoch Henry Currier to the Institution. The committee report as follows:

The Board of Directors of the New York Institution for the Instruction of the Deaf and Dumb tender their hearty congratulations to Enoch Henry Currier upon reaching the fortieth year of his service to the Institution. They recognize the undeviating devotion of Mr. Currier through this long period, to his varied duties as instructor, disciplinarian and principal.

In every situation in which Mr. Currier has been placed, he has reached the highest excellence. He has won the respect and affection of both teachers and pupils, the esteem of directors and employees, and honor for the Institution and for his profession by an enthusiasm, patience and original invention, which amounts to actual genius.

He stands at the head of deaf-mute instructors, and we hope that he may be permitted to continue his connection with the Board and the Institution for many years.

ARCHIBALD D. RUSSELL,
CHARLES A. LEALE,
EUGENE DELANO,
WILLIAM M. V. HOFFMAN,

Committee of the Board of Directors.

The principal briefly responded to the effect that the surprise was so great that he was unable to give proper expression of his feelings for this most beautiful testimonial.

The central truth seemed to be "work" and he felt sure that with this incentive it would continue to be "work" to his fullest ability, so long as he was connected with the Institution.

The president of the Institution then made the statement that no resolution was complete without some gift accompanying it and announced that the directors of the Institution had decided to give a material increase to the compensation paid the principal.

IV. Report on the Annual Examination, by the Chairman of the Committee on Instruction.

V. Distribution of Diplomas, Certificates and Prizes.

VI. "All America," recited in signs by the choir and sung by the audience, accompanied by Van Baar.

My country, 'tis of thee,
Sweet land of liberty,
  Of thee I sing;
Land where my fathers died!
Land of the Pilgrim's pride!
From every mountain side
  Let freedom ring.

My native country, thee —
Land of the noble free —
  Thy name I love;
I love thy rocks and rills,
Thy woods and templed hills;
My heart with rapture thrills,
  Like that above.

I love thy silvery strands,
Thy Golden Gate, that stands
  Afront the West;
Thy sweet annd crystal air,
Thy sunlight everywhere —
O land beyond compare,
  I love thee best!

Let music swell the breeze,
And ring from all the trees,
  Sweet freedom's song;
Let mortal tongues awake;
Let all that breathe partake;
Let rocks their silence break —
  The sound prolong.

I love thy inland seas,
Thy sweet magnolia trees,
  Thy palms and pines;
Thy canyons, wild and deep;
Thy prairies' boundless sweep,
Thy Rocky mountains steep,
  Thy deepest mines.

Our fathers' God! to thee,
Author of liberty,
  To thee we sing;
Long may our land be bright
With freedom's holy light;
Protect us by thy might,
  Great God, our King.

VII. Benediction.

Taps.

GRADUATES.

From Eight Years' Course.

Charles Bromberg.
James L. Landon.
Joseph Dennan.
Andrew Coffey.
Bertha Levy.
Nita Millington.
Susan M. Adcock.
Mary J. Murdock.
Cecelia Gilmour.
Herbert Lieberz, Jr.
Albert C. Gunter, Jr.
Millard B. Greene.
Louis Rothkrug.
Violet Hann.
Rebecca Halpern.
James Bailey.
Edward Trinks.
Evelyna Moose.

From Supplementary Course.

Harry Blechner,
Charles H. Weimuth.
Delma Pearce.

From High Class Course.

James H. Quinn.

Essay — "Recent Progress in Aviation," by Herbert C. Lieberz, Jr.

To travel upon land and navigate the seas are now well known arts to man. Aviation is the newest mode of travel and the world has just awakened to realize that after centuries of attempts to fly, man has at last met with success.

We, who live to-day, have witnessed man's greatest achievement; we have seen this dream of ages come true. Man has learned to fly.

Yet many years of work and investigation will be necessary before man can understand clearly how to construct a safe machine for traveling through the air.

A great and wonderful step on the road of air flight was taken when the balloon was first used in the simple form of a large bag of gas. This has now developed into greater efficiency by being propelled through the air by the aid of a gasoline motor, and thus can travel hundreds of miles in a few hours. It was natural that when men first desired to fly they studied the forms and motions of birds in the air, and tried to copy them.

Our ancestors built immense wings, into the frames of which they fastened themselves, and with great muscular effort of arms and legs strove to do what the bird does with such apparent small effort. Such attempts invariably proved unsatisfactory and in nearly every instance the experiment ended in loss of a life.

In 1908 came a revelation in air crafts and the whole world was roused to enthusiasm because many successful flights were made and hundreds of miles were covered.

Almost from the beginning of successful flights through air the great possibilities of air crafts as aids in warfare have been recognized by military authorities. Thus the War Department at first aided the growth of the balloon, then the airship, and now employs the aeroplane. No longer will it be possible for a general to conceal thousands of his troops and to move them secretly from one point to another. Aviator scouts will spy out his position, trace his movements and learn his accurate strength.

Besides these uses the air crafts should be of great aid in rapid mail transportation and photographing landscapes.

Great achievements have been gained along this line, but most startling accomplishments may be looked for in the future, as the question of " The Conquest of the Air " will in all probability be the most thoroughly studied problem of the present century.

ESSAY — "A PIONEER OF MODERN NEWSPAPER WORK," BY JOSEPH P. DENNAN.

Doubtless you have all boarded the Sixth Avenue elevated train and gotten off at Thirty-third street. If so you could not help seeing the imposing statue of one of the most interesting characters

in American history. This statue represents the likeness of Horace Greeley, who a little more than seventy years ago founded the New York *Tribune,* and for thirty years was one of the nation's leading journalists. A man named Daniel Frohman was foreman at the *Tribune* office for many years and he has given some very characteristic stories describing the life of the great writer.

Greeley was six feet tall, broad shouldered and walked with a shambling gait, his whiskers were white and his face round. He did not care about the general appearance of his clothes but always wore a long frock coat, full bosomed white shirt and a narrow bow tie. His pockets were always stuffed full of papers and books, and he even put papers into his white beaver hat. When going to work in the morning his arms were always full of papers. Greeley was noted for his bad writing but Mr. Frohman, who was obliged to read it every day for a number of years, could understand it quite well. Sometimes even Greeley himself could not read what he himself had written a few days previous, because he would begin writing at the top of the page and zigzagged up and down, right and left, so the paper looked exactly as if a chicken had dipped its feet in ink and walked over the page. Sometimes the people who received letters from Greeley would come to the foreman and have him read them.

One day a furious ringing of the bell from Greeley's room was heard. Frohman rushed upstairs to the room where he saw a wonderful sight. Greeley was writing at his desk while water was dripping all over the desk, on his paper, and even on his head. Frohman removed some of the papers and sent for the engineer, who found that a water pipe had burst on the floor above. When Frohman returned to Greeley's office, he found the editor still sitting in the same place writing uninterruptedly.

Besides being a writer, Greeley was a strong political leader. He devoted much time to the cause of liberating the slaves of the South and in 1872 was nominated by the Liberal Republicans and Democrats to run against President Grant, who was striving for re-election. The excitement of this campaign, together with the death of his wife, caused his nervous breakdown and the famous

writer and statesman died about three weeks after the election of his opponent.

ESSAY — "FRIENDSHIP," BY HARRY BLECHNER.

It is interesting for those who to-day complete their work at this Institution to look back upon their school career and see what has been gained by the years of effort on our part, and by the untiring efforts expended upon us by our teachers.

In thus reviewing our school days we must admit that the friendships here formed will probably influence our lives as much as any other single line of accomplishments.

Friendship has been briefly defined as the expression of the highest esteem between two persons. In order to esteem another person we must have respect for him and confidence in his ability.

To select a friend is not an easy task. One must judge carefully the merits of one in whom he wishes to confide. Between true friends there will always be differences of opinion, but a true understanding of one another on the part of friends should make the settlement of quarrels an easy matter. Forgiveness between true friends should be as genuine as that between man and God.

Friendships should not be rushed into too hastily. We often see how friendships which spring up suddenly, die down with the same degree of rapidity and often very unpleasant results follow. A man's success in life depends upon his ability and wisdom in the selection of a friend. History furnishes numerous examples of men who have been guided through the most critical periods of their lives by the able advice of a prudent friend, and often we see men like Samson, of old, give ear to the advice of false and wicked friends with the result that his usefulness in life was taken from him.

Let us then remember when we go out in life to select good friends, for we will be judged by our friends. Association with men of good and kindly disposition will result in our acquiring just such habits.

Often when we come in contact with people for the first time, we at once take a liking to them and enjoy being in their company. That is because they set aside self and live for others. We should

strive to do likewise and would find that the world always has a place for one who is ready and willing to endure trifling inconveniences for the sake of making others more happy.

Essay — "Art in the Home," by Delma Pearce.

There is nothing so refined as a home that is arranged with good taste, and is surrounded with comfort and cheerfulness. Any home, no matter what may be the circumstances of the family, may be made a true home — a home whose inhabitants find in it both rest and pleasure.

Neatness is to be considered first. Still it is not only neatness, but beauty and good taste that give pleasure. Upon entering a well-kept home of poor folks, we are attracted by the sweetness and comfort of the rooms, no matter how cheap the articles of furniture may be. It has a homely appearance and that is the main attraction.

It is important to every woman to see that the house in which she lives is arranged with good taste. Any woman whose duty it is to look after her home, may find time to practice that most fascinating art, "making home a pleasure and a joy." To be satisfied with just placing things in any spot or corner, not considering how they may look, shows that the mistress lacks good taste. How delightful to any woman to have her little realm praised, especially by her husband or children. Her pains will not then seem in vain. It certainly is worth while to give as much thought and time as possible to the beautifying of a home. Where means are scanty, and articles cheap, the home may have more of attraction if the mistress possess that excellent quality of making it bright and cheerful.

A home is the very first place on earth to be considered. Within its walls are hidden all the sorrows and the joys of the family. There the mistress may do what she pleases. There, too, the master looks for rest after a day of weary toil. How comfortable and pleasant to any man, who is accustomed to the struggles of the world, to enter a bright, cheery and well-arranged home after a hard day's work. How the surroundings appeal to him. He knows that his wife has been planning and working to make their

little dwelling attractive. Such a man can prefer no other place in which to rest. All women should be trained in this art.

Where both the master and mistress appreciate art, there is sure to be seen much of that rare beauty, so enviable to persons less fortunate.

Every woman should consider these things first of all, and remember that her chief duty is confined to her own home boundaries.

SALUTATORY ADDRESS WITH ESSAY — "THE ADVANTAGES OF A MILITARY SCHOOL," BY MILLARD B. GREENE.

To the friends of the Institution, who have gathered here to-day to see the closing exercises of another school year, I wish to extend a hearty welcome.

We are glad to have you with us and are also glad you have set aside your daily affairs in order that you might help us celebrate this day which means so much to us.

We cannot help feeling pangs of regret to-day as we realize that it is our last afternoon as pupils of this Institution.

Our hearts turn in gratitude to the principal and teachers who have done so much for us, striving to bring us up to what we are to-day, young men and women able to step into the hardship and struggles of the world.

It is the purpose of this essay to call to your attention the advantages which military instruction gives to the pupils of this Institution.

The great benefits of such a training for the physical, mental and moral welfare of the pupils is becoming appreciated as the subject is being more thoroughly investigated.

There are certain characteristics required of each cadet, among the chief of these are obedience, alertness, promptness and courtesy. The effect of military training is to develop and foster these traits and at the proper time, if the proper progress has been made to teach the added lesson — responsibility and the exercise of authority.

To learn the different movements in marching and the exact position of the guns in the Manual of Arms, requires considerable mental effort and memory of details.

Thus it will be seen that military training increases mental activity and quickens and strengthens the intellect.

The effect of compulsory military training upon the special development remains with a man through life. He walks erect, does his work better and lives a more healthy existence, because he has been trained to take the proper amount of exercise.

It is to be regretted that these benefits which could be secured for the youth of the world by all schools making military drills part of their routine, have not been taken advantage of.

Essay —"Inventions in Agriculture," by Charles Weimuth.

After the long Revolutionary War, the colonists resumed the work in cultivating what had now become their own soil.

The hard work was wholly done by hand, with little or no implements. Now a great change in producing foods has taken place and increased steadily to meet the need of the increasing millions of people on this continent. The whole life on the farm has been transformed into a modern world, employing speedy machines of up-to-date invention.

It is a pleasure to be employed on a farm in this modern age. Expert workmen and intellectual overseers are needed to cultivate the field and manage the farm if they are to produce sufficient crops to satisfy the crowded cities.

Before we had the late inventions, harvesting was done by hand with a scythe, but now we have a machine that cuts the grain, separates the seed from the straw and clears out the dust all with one operation. Thus much time and labor is saved to man.

On the large fields of the Middle West, the rude one-horse plow is no longer to be seen. The plowing may be done by a fifty-gang plow pulled by three tractors that can plow an acre in five minutes.

Electricity to produce plants more quickly and more abundantly has been experimented with several times and has proven a success. This method has resulted in twice as much produce as plants ordinarily yielded. It is accomplished by wiring the field with elec-

tricity. There is such a demand for land in the United States to produce sufficient food that the arid waste lands are being utilized through the aid of irrigation.

The milking of cows was a slow tedious process, but milking machines can now be made to do the work of several men and surpasses the old method for its great economy of time and cleanliness.

Fodder, such as freshly cut corn stalks, can be stored up as ensilage in a silo to feed the cattle during winter and spring months.

These and numerous other recent inventions have completely revolutionized farm life so that the tiller of the soil now works more with his brain than with his hands and is no longer a serf, but rather a machinist and manager, who requires a large amount of business ability.

ESSAY — "THE VALUE OF MUSIC TO THE DEAF," BY EDWARD TRINKS.

Many people cannot understand how deaf boys play music.

Schools for the deaf were founded in America about 1817 and when the first pupil came to school he knew nothing about music. He could neither hear, nor speak a word.

For more than three-quarters of a century schools for the deaf never thought that music could be used as an instrument to aid the deaf. It remained for Principal Currier of the New York Institution to first use music as a part of the regular school work. To-day several other schools for the deaf have adopted this idea in part and others are contemplating doing so.

When some one makes a visit to school, Principal Currier always calls upon the pupils to show who can speak and hear. If the guests ask Principal Currier how deaf boys can play music, he always describes the method and they listen in wonder. No doubt they say it is a remarkable thing.

About fifteen years ago in the Institution a boy one day began to play with an old pair of drum sticks on the bench and when he played he could hear a little from the development of feeling. Principal Currier called this boy and had a conversation with him about music. The principal then decided to introduce field music

and teach deaf boys to play music. They started with drums and fifes, but now it has grown into a big band because they can easily play on the various instruments. Some of them first learned the scale on fifes or practiced on the drums. Principal Currier appointed one of the boys to try to play first on a drum and he succeeded. He was much astonished about it and determined to pick some little deaf boys. It aroused their feeling because of the vibrations from the floor and they learned rapidly. The deaf boys can improve much in hearing from band practice. When I came here totally deaf, I did not have sharp hearing. I was ambitious to play and hear new music. Now I hear music because it makes the good parts of the ear more sensitive.

This school is helpful to the deaf and dumb pupils because we come here to acquire an education. Many of the people have remarked that the pupils can learn through the sign language and oral methods, but they can hardly believe that music can be of any help to us. I want to explain to you a few ways in which music has proved of great value and the deaf pupils who have been so fortunate as to receive instruction in that branch in the New York Institution have a great advantage over other boys.

Music is especially helpful because the deaf pupils feel they are the same as the hearing people. They improve much in their hearing by constantly hearing sounds.

Music is especially helpful to the deaf because both the players and listeners are aroused to such an extent by the vibrations which they feel that they are able to comprehend things a great deal easier both in the academic and the trades department of our schools. We have instances in Fanwood of boys who came here and made little progress until they had the advantage of band practice. The musicians in playing their instruments acquire development of organs of respiration and speech. The daily practice in the band increases breathing capacity and this makes far better and stronger articulation. Those who have received musical instruction in the Institution are more able to secure proper pitch and accent to their voices because of their idea of the placing of different tones.

One of the deaf-blind boys is becoming semi-deaf, he is very fond of hearing music. He has been practicing playing on his

cornet at 4 o'clock every day. Now he is a successful cornetist. He learns quickly because he has a boy friend in the band who teaches him by guiding the blind boy's fingers on his cornet. He can march by placing his hand on the other musician's shoulder when they parade.

Those of the deaf who have been privileged to receive such musical instruction will always hold in grateful remembrance the man who dared to try such an innovation which has already proved such a boon to so many of us.

ESSAY — "SPECIALIZATION AND THE VALUE OF INDUSTRIAL TRAINING" WITH VALEDICTORY ADDRESS, BY JAMES H. QUINN.

In every achievement a certain amount of specialized effort is absolutely necessary. To acquire success one must concentrate the mind and exercise the effort towards a single goal. As Owen Meredith says in his poem "Lucille,"

> "He who seeks something, and that thing but one,
> Is sure to achieve it ere this life be done;
> But he who seeks all things wherever he goes,
> Only reaps from the seeds that around him he throws
> A harvest of barren regrets."

The individual who can do a little of everything, but nothing exactly right, is of the kind that help to swell the vast army of inefficient and unemployed. The specialized man is always in demand if he be a master in his line, for he can be depended upon to perform what is entrusted to him without constant coaching and supervision. Elbert Hubbard once said that the dollar-a-day laborer would be paid two dollars if it were not for the fact that the employer has to pay a more intelligent man to watch over and guide him. This extra recompense is taken from the laborer's pay.

Eminence in the professions is gained through special lines of study and investigation. Every branch of industry demands special training, not only of the dexterous hand, but also of the creative mind, and the one who keeps steadily to a definite purpose becomes best qualified for the work of life and incidentally reaps the higher emolument.

If a person reduces his or her work to a science success is certain, provided intelligence and perseverence are in the bill. The world wants those who can do things. It welcomes all who can swing into step at once without stumbling along trying to hit the exact pace, and specialization pre-eminently fits a man for a high position in life.

In my estimation trades teaching takes a high place in the training of youth. It is a guarantee for a useful and effective life. Nowadays we want men who can combine theory with practice, and prove with their hands that the idea in their heads is all right. A trade is indisputably one of the most valuable things a man can have. The good man with a good trade is always confident of his ability to get along in the world.

A peculiar fact is that persons who work with their hands and brains at the same time are more well-balanced, sympathetic with the affairs of mankind, have a broader idea of things as they are and cover a greater scope of practical usefulness, than the brain workers alone. Anyway, it is but the mind that guides the hand and when the hand receives training the mind cannot help but be correspondingly improved.

It is but supercilious folly to think of manual labor as degrading. A Rockefeller with ink-stained fingers sits behind a desk, a Vanderbilt in overalls cleans locomotives, and the Emperor of Germany is a carpenter.

We speak more highly of men who have risen to positions of trust and honor through their own efforts than of those who simply inherit a high place in the world. After honestly earned success comes the joy of finished work and the pride of things done well.

Closing, I quote from an article I once read: "The ideal of to-day demands that we educate boys and girls into labor, not away from it, to the end that they may become true, cultured men and women — men and women in touch with the civilization of their time, whose hearts are filled with sympathies so broad that they move in their various communities shedding influences of helpfulness and inspiration to all with whom they come in contact. That is culture."

Valedictory.

To the Members of the Board of Directors: We are now poised as it were upon the threshold of another world, which, thanks to your support through the many years of childhood, we can enter unafraid, and with full confidence in our ability to get along in life. It was not only those who we know in everyday school life that helped to make us what we are. Your efforts for our good were as sincere as theirs, but yours was the part of the "power behind the throne." Though we seldom saw you in person, the evidence of your continued regard was on every hand. For these and many other benefits, we, the class of 1912, thank you, and bid you a fond farewell.

Beloved Principal, Teachers and Officers: To-day we are gathered here for the last time to perform a yearly ceremony — simply a formal one to many, but to us a heartfelt event — with its mixture of sorrow, joy and pride — sorrow caused by parting from old and tried friends, joy that we are at last to face the world and prove to an impartial judge that our many years at Fanwood under your tutelage have not been profitless, and pride in the great duty of upholding the glory of old Fanwood. We again thank you, dear principal, and bid you farewell.

Graduating Classmates: Our last day at Fanwood now draws to its close and with the setting of the sun all connections with our school life, save those of remembrance and affection, are dissolved. We have been well prepared through the years, and may we show by a life of good deeds and progress that the instruction we received at Fanwood has been appreciated.

We have chosen as our motto "Steadfast," and may we ever uphold it. Steadfast in the right, the good and the true, to the end that the name of our alma mater shall reap added glory for having produced such young men and women as those of the class of one thousand nine hundred and twelve. Farewell.

FANWOOD LITERARY ASSOCIATION.

Counselor.

Enoch Henry Currier, M. A.

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Thomas Francis Fox, M. A., Litt. D.

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Frank S. Thomason,
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TREASURER'S REPORT.

FINANCIAL STATEMENT.

REPORT OF THE TREASURER OF THE NEW YORK INSTITUTION FOR THE INSTRUCTION OF THE DEAF AND DUMB OF THE RECEIPTS AND EXPENDITURES FOR THE YEAR ENDING SEPTEMBER 30, 1912.

RECEIPTS.

Amount received from State Comptroller	$89,592 02	
Amount received for county pupils	63,172 08	
Amount received for pay pupils	961 50	
Amount received from other sources	689 54	
		$154,415 14
Amount received from real estate and building fnud to meet deficits		46,738 50
		$201,153 64

EXPENDITURES.

Groceries and provisions	$37,782 99
Clothing	18,627 47
Furniture and bedding	6,184 82
Building and repairs	17,066 02
Contingent expenses	8,279 39
Salaries and wages	28,390 42
Fuel and lights	15,444 39
Stable	1,922 83
Garden and grounds	2,128 24
Laundry	4,390 12
Schools	51,258 59
Printing	4,311 58
Hospital	4,576 78
Cooking school	790 00
	$201,153 64

MEMORANDA.

The following statements are of funds reserved for special uses, and not applicable to current expenses, etc., being derived from legacies and sales of real estate. The "real estate and building fund," derived from sales of real estate, and from the Ephraim Holbrook and other legacies, is set aside to meet assessments, repairs of buildings, and to provide new buildings and other improvements as needed. The library fund, for maintenance of

library. The Frizzell, Harriet Stoner, William H. Fogg, Cary, etc., funds, are reserved for the use prescribed by the terms of the several bequests.

Receipts and Expenditures from Funds Not Applicable to Current Expenses, Etc., for the Year Ending September 30, 1912.

Receipts.

Balance as per statement for year ending September 30, 1911...		$74,172 60
Interest on stocks and bonds.....	$20,575 00	
Interest on mortgages.....	21,807 37	
Interest on balances with Title Guarantee and Trust Company	1,731 39	
Principal of mortgages paid off.....	66,500 00	
Cary fund — savings bank interest to July 31, 1912.	9 74	
McGirr fund — savings bank interest to July 31, 1912.	49 15	
Stoner fund — savings bank interest to July 31, 1912.	14 22	
Library fund — savings bank interest to July 31, 1912.	242 69	
Frizzell fund — savings bank interest to July 31, 1912.	247 39	
Note to James B. Ford.....	45,000 00	
Legacy under will of Wm. C. Eggleston.....	15,000 00	
Legacy from residuary estate of George P. Clapp..	1,502 96	
Fogg fund — share of interest Shotland mortgages	500 00	
Montgomery fund — Ills. Cy. R. R. coupons.....	70 00	
		173,249 91
		$247,422 51

Expenditures.

Townsend, Dix & Yale, auditing to March 31, 1912.....	$150 00
Title Guarantee & Trust Company, services as assistant treasurer to September 30, 1912.....	500 00
Executive Committee drafts, account R. E. & Bldg. fund.....	9,333 86
Assessments — widening Riverside Drive.....	64,134 14
James B. Ward, note due December 27, 1911.....	45,000 00
James B. Ward, interest, December 11, 1913, to December 27, 1911.	192 50
Robbins-Ripley Company, professional services.....	125 00
F. W. Ford's Sons, surveying.....	80 00
Thos. F. Conway, In re Widening Riverside Drive.....	3,142 72
Investment on Hartshorn mortgages.....	32,000 00
Wm. F. Staab, architect services.....	250 00
Fire Brokerage Company (fire insurance premiums).....	2,991 91
Montgomery fund, prize awarded.....	70 00
Testimonial to Enoch Henry Currier.....	54 50
House account deficit, year ending September 30, 1912.....	46,738 50
Balances with Title Guarantee and Trust Company.....	26,724 57
Balances with sundry savings banks.....	15,934 81
	$247,422 51

BALANCE SHEET.

Dr.

Securities (at cost)	$507,899 75
Cash account	42,659 38
Bond and mortgage account	479,500 00
	$1,030,059 13

Cr.

*Real estate and building fund	$998,671 81
Library fund	6,770 78
William H. Fogg fund	13,227 51
Frizzell fund	6,917 86
Harriet Stoner fund	417 55
Cary fund	286 69
Catharine McGirr fund	1,441 93
Ida Montgomery fund	2,325 00
House account	.....
	$1,030,059 13

STATE OF NEW YORK,
CITY AND COUNTY OF NEW YORK, } *ss.:*

William M. V. Hoffman of said city, being duly sworn, says that he is the treasurer of the New York Institution for the Instruction of the Deaf and Dumb, that the foregoing accounts, to the best of the deponent's knowledge and belief, are true and just in every particular, and further saith not.

WILLIAM M. V. HOFFMAN,

Treasurer.

Sworn to before me this 23d day
of October, 1912.

ROBERT L. NIMMO, JR.,

Notary Public, New York County.

* House account owes for advances made to meet deficits $357,579.20.

REPORT OF PHYSICIAN.

To the President and Board of Directors of the New York Institution for the Instruction of the Deaf and Dumb:

Gentlemen.— During the past year we have had an exceedingly good health rate among the pupils, which is due, I think, in a large measure to the very careful and frequent examinations of all the children by the nurses, thereby removing in the early stages any cases of illness that might be transmitted to others.

These children are carefully isolated until well, when the patients are given a disinfecting bath and the bed clothing and other clothing are fumigated before the child is allowed to return to the school building.

When one considers that a very large percentage of our pupils make frequent visits to their homes, where they not infrequently come in contact with diseases of a contagious nature, it certainly is astonishing that we keep so free from disease as we do.

One pupil who came to our Institution ten years ago suffering from a badly damaged heart, and who, while here, had suffered frequent attacks of disturbed compensation of that organ, died from chronic endo-carditis during the year.

This is the only case of death we have to report.

We are indebted to St. Luke's Hospital for receiving and operating on a case of strangulated femoral hernia and a case of empyema, also for applying corrective apparatus to several cases of deformity of bones and joints.

The following is a list of cases treated:

Disease.	Cases.	Disease.	Cases.
Abscess	5	Conjunctivitis, follicular	30
Adenitis	7	Conjunctivitis, phlyctenular	1
Adenoids and tonsils removed	15	Croup (false)	1
Bronchitis	14	Eczema	12
Cellulitis	16	Empyema	1
Chorea	2	Endocarditis	1
Conjunctivitis, simple	20	Erysipelas	1

Disease.	Cases.	Disease.	Cases.
Iritis	4	Pneumonia	4
Ivy poison	2	Psoriasis	8
Jaundice	2	Quinsy	1
Measles	2	Ring worm	4
Mumps	22	Sprained ankle	2
Nephritis (chronic)	1	Tonsilitis	76
Otitis media	7	Varicella	14

Respectfully submitted,

EDWARD H. ROGERS,

Physician.

REPORT OF THE DENTIST.

To the Board of Directors of the New York Institution for the Instruction of the Deaf and Dumb:

Gentlemen.— The dental report of the current year is herewith respectfully presented:

Number of hours work	341
Number of fillings placed	1,045

The year has passed without any incident of note.

The front tooth of one little man was guided in the way it should go, preventing a dental deformity from occurring.

The connecting splint was worn by the child three weeks, and, after its removal, one for retention six months.

The usual high standard of oral cleanliness has been maintained by the students.

I believe that more than 90 per cent. of the pupils could hardly be criticised in this respect.

Naturally, therefore, troubles have been quickly corrected, and our report is "the simple annals of the" happy.

Faithfully yours,

CHARLOTTE E. BENTON, D. D. S.

REPORT OF FOREIGN INSTITUTIONS.

BY THOMAS FRANCIS FOX, LITT. D.

TO ENOCH HENRY CURRIER, M. A., *Principal N. Y. Institution for the Instruction of the Deaf and Dumb.*

DEAR SIR.— When I had received your views and instructions, in respect to the leading objects to be secured by my visit to the European Schools for the Deaf and Dumb, I sailed from New York on July 11th, and after a pleasant voyage arrived at Queenstown on the 19th.

As your wishes included data relative to the success in life of deaf-mutes after graduation from school, I proceeded at once to Cork, where there was a gathering of the deaf from the south of Ireland at Old St. John's Church. After the services, and again the following day at a picnic, an opportunity was afforded to meet quite a number of graduates of the Claremont and Belfast schools. It was a bright and cheerful company and all seemed to be doing well in life, but, on the whole, did not appear to equal the American standard.

With your general directions in mind, the institutions visited have been those at Claremont and the Catholic Institution in Ireland; Glasgow and Edinburgh, in Scotland; Manchester and Derby, in England; the National Institution at Paris, France; Frankfort, Leipsic, Dresden and Berlin, in Germany; and Rotterdam, in Holland. In most of the schools visited it was the season of summer vacation, and consequently it was impossible to make such an inspection of class-room work as would be desirable. However, meetings with several of the principals and teachers, and an interchange of views, enabled me to gain a pretty fair idea of the method of instruction and the results attained by their graduates.

From Cork I proceeded to Dublin; and on the morning of Saturday, July 19th, I took a jaunting car, which carried me to the grounds of the Claremont Institute for the Deaf and Dumb, at Glasnevin. This school was founded in 1816, by Sir Charles Orpen, a benevolent physician of Dublin, and is at present presided over by Mr. George Taylor. The building, a long, two-

storied structure, was set in well-kept grounds, but beyond this I saw nothing. It being vacation season, the house was closed, and there was no one on the premises except the gardener, or caretaken, who could supply little information. From other sources I learned that the school follows the oral method. has about twenty-five pupils, and is supported by public contributions.

Leaving Glasnevin, I drove to Cabra, where is located the Catholic Institution for the Deaf and Dumb, founded in 1846. This is practically two institutions — St. Joseph's, for boys, being under the Christian Brothers, and St. Mary's, for girls, under the care of the Dominican Nuns. My visit was to the St. Joseph's Institution for Boys. I received a most cordial reception and was afforded every facility in viewing the buildings, furnishings and appliances; all queries were readily answered, and the system of instruction fully explained by Brother E. L. Dalton, the principal, and two of his assistants, Brother Johnson and Brother Redington. A more cordial and enthusiastic group of teachers I have rarely met, and they showed a school which, notwithstanding it was the vacation period, was well worth inspecting.

The grounds cover 22 acres, and everywhere there are signs of exquisite care and punctilious cultivation. The group of buildings are Gothic architecture, four stories in height, situated in beautiful grounds, with wide drives and gravel walks, hedged by gardens, both floral and vegetable. ,

There were 195 boys in attendance during the last school year, who were instructed by fourteen male teachers. The whole number of pupils who have received instruction since the opening of the school, including the male and female departments, is 3,499, representing not only Ireland, but England, Scotland, New Zealand and Asia. In each branch of the Institution there is a class of children who are "parlor boarders," their expenses being paid by their parents; they are not enumerated in the statistics of pupils. Pupils are admitted at the ages of eight and nine years, and the term of instruction varies from six to eight years.

From the general appearance of strict cleanliness in every department, it was evident that neatness was one of the cardinal virtues of the school. Upon entering the main hall the visitor is

at once impressed by the extensive collection of shells, fauna, mounted specimens of animals, costumes, implements and curios from all parts of the world, which are displayed in glass cases. This exhibit is the finest collection of the kind I have seen outside of a museum. The school's physical, philosophical and physiological collection, for use in the class exercises, is also well selected and quite numerous.

The method of instruction is manual-combined, unaltered in principle and greatly improved in detail, producing most favorable results in the acquisition of language. Speech is only taught to those pupils who already speak, or are only partly deaf, with the view of improving what speech and hearing already exist. Free use is made of signs, manual spelling, and writing, and the result is a free and more or less correct use of language. The school is supported by subscriptions and donations from the Catholics of all parts of Ireland, there being no government aid, and, judging from the excellence of the plant, school requirements and the furnishings, the donations must be very liberal, or else the receipts are carefully and wisely expended.

Specimens of the work of former pupils are shown in large, fine paintings of Christ restoring hearing and speech to the deaf and dumb, the Last Supper, the Sacred Heart of Jesus, and a statue of the Virgin, all of which adorn the beautiful chapel of the Institution.

For class instruction, the pupils are seated at forms in a large hall, and are separated into sections according to the class standings. Upon necessary occasions all can be addressed at once from a platform at the head of the room. The school hours are from 9.30 a. m. to 2.45 p. m. As has been said, the chief reliance is placed in writing and the manual alphabet; a little attention is given directly to speech teaching as we understand it.

In the language exercise the Brothers use an unique system of painted cards, which are used in connection with explanatory charts lining the whole length of the school room dall. They were painted by a former pupil. In using them, when a card with the picture of a "cat" is shown, the chart is pointed to, and illustrates sentences indicating what the cat is, where it is, what

it does, and so on, suggesting very much our object system, but going further by giving various large pictural illustrations, plainly visible to the eye. By placing the cards on hooks at the proper places on the chart, the subject, object, actions, and sentences are fully illustrated by this method. In the hands of a skillful language teacher it is an admirable aid in illustrating the structural forms of language; the objects, and the answers to directions given, are visible to the eye and can be readily seen by the whole class.

The spiritual needs of the children are carefully attended to by a chaplain, who also looks after the interests of the former pupils residing in Dublin and vicinity, who have club rooms, where they frequently meet for social purposes. From the principal I learned that no pains are spared to render the pupils, so far as can be done for their length of time in the Institution, self-supporting on their discharge from it. The trades taught are harness making, carpentry, shoemaking, tailoring, manual instruction, fretwork and knitting. In the opinion of the principal, shoemaking and tailoring are most profitable to the graduates, all of whom, he assured me, were doing well in the world's work.

This was, beyond question, one of the finest schools I saw in all my observations abroad, and I am not responsible for the fact that it was one of the only two combined schools I visited. While the vacation season rendered it impossible to see the classes in session, it was evident that the teachers whom I met were able, enthusiastic men, with hearts and souls bound up in their work. From my observation of the grounds, buildings, furnishings and school appliances, I judge the school to be under wise management; from my personal experience, and that of the party of Americans of different faiths who accompanied me, I am convinced that the Brothers are good, whole-souled, jovial gentlemen, whose interest in their deaf charges extends beyond the class-room and school-life, into the great world for which they have prepared them.

I left Dublin on the evening of the 18th and reached Belfast towards midnight. The following morning, Sunday, I attended the services at the Mission Hall for the Adult Deaf and Dumb,

College square, and afterwards inspected the assembly hall and other apartments in the Mission, and in the afternoon, at a meeting held in the Y. M. C. A. hall, made an address in speech-signs to a mixed audience of hearing and deaf people. These various missions in the chief cities of the United Kingdom evidently play a most important part in lives of the British deaf. I shall have occasion to again refer to this subject further on in this report.

Monday morning, July 22.— I visited the Institution of the Ulster Society for Promoting the Education of the Deaf and Dumb and the Blind, on Lisburn road, Belfast. It was the vacation period and the institution was closed, but I was met by Mr. William J. Stewart, one of the teachers, himself Irish by birth, but a naturalized American citizen, who showed us through the various departments. The number of pupils in attendance in the past year, including both the deaf and the blind, was about 122. Six teachers, one of whom is deaf, teach the deaf, and three teachers instruct the blind. In the classes for the deaf, the average is twelve pupils to a class. The institution is supported by donations and contributions from the public.

The blind and the deaf form separate classes. The deaf school is classified into seven grades, the arrangement for school work being a hall divided into compartments by partitions about seven feet high. These compartments presented a bare appearance, and both the furniture and school appliances seemed scant and of inferior quality.

The method of instruction was pithily explained by one of the teachers by the expression " More speech and less spelling." Oral teaching is being used more extensively than heretofore, although the combined system of instruction is still pursued. It is intended, in the future, that every child with capacity and aptitude shall have the opportunity of acquiring speech and speech reading.

Of the eighteen pupils who left the institution during the year, twelve entered upon trades and occupations for which they were prepared, I presume, by the apprentice system, tailoring being the only trade listed in the institution's training. An inspection of the building suggested much that was lacking, and indeed this school seems peculiarly deficient in creature comforts, more so than any school for the deaf I have ever visited. The dining room,

perhaps 20 by 50 feet, had two tables each three feet wide, extending almost the length of the room, with equally long benches for seats. The deaf and the blind share the same dining room, the tables for the blind being a sort of shelving, about a foot wide, attached to the walls. Here the thirty-five blind pupils take their meals. In the reading room I inspected the special library books used by the blind, and found them far behind in number, arrangement and condition, to those supplied our deaf-blind pupils.

The chapel is a room off the compartments used as classrooms, but it is not regularly used for religious instruction, the school relying upon the mission for spiritual work.

We can generally judge the product of a workshop by the tools, machinery and appliances employed in its manufacture; it matters little how competent the workman may be, he cannot accomplish first-class work with third-rate tools and materials. Allowing for the lack of order and neatness during vacation, still the appearance of the interior of the institution was not tidy, to say the least, and many things seemed to be needed to bring it up to even a presentable condition. It is questionable policy to train deaf children to perform the work of charwomen, as is the case here. Such training is scarcely a proper preparation for a remunerative employment, and can never lead to very high aspirations. Perhaps the lack of sufficient means, resulting from dependence on charitable contributions, may account for the unfavorable condition of the building and furnishings, and, if such is the case, it speaks loudly for the need of State aid to carry on the work of education, and relieve the institution from dependence upon the uncertainty of public contributions.

About noon on Tuesday, July 23rd, I arrived at the Mission to Adult Deaf and Dumb of Glasgow and west of Scotland, in West Regent street, Glasgow, which was established in 1822. It is also known as the Royal Glasgow Institute for the Deaf and Dumb. The objects of the mission are stated to be:

(1) To provide religious and secular instruction for the adult deaf and dumb in Glasgow and surrounding districts, to raise their social status.

(2) To visit them at their homes, especially the sick and those in distress.

(3) To assist those of good character in obtaining employment, to grant temporary relief to the deserving and pensions to the aged and infirm.

(4) To provide premises in which religious services may be held on Sundays and on other occasions, and in which the deaf and dumb members may meet at other times for social intercourse and recreation; and

(5) To provide an interpreter when necessary.

The mission is unsectarian in its character; its members belong to several Christian denominations. To be deaf and dumb entitles each applicant to its counsel and sympathy.

The mission is in charge of Rev. John Henderson, secretary and missionary, and occupies a fine three-story brownstone building which was erected, I understand, mainly through the efforts of Mr. William Agnew, a deaf law clerk, in 1893. It is supported by annual subscriptions, grants and rents, and seems to possess quite an income. The interior of the building is well appointed for the purpose in view, having offices, guest rooms, reception, reading, recreation, billiard and chess rooms, and a large, well-lighted auditorium with a stage and gallery. There is also a refectory, with adjoining kitchen where adult deaf girls are taught cooking. All the apartments are supplied with electric lighting.

In addition to providing religious services and club house accommodations, the mission supplies lectures and entertainments, and distributes relief, when necessary, in the form of bread tickets, alms, and pensions. It also maintains a branch of the Young Men's and Young Woman's Christian Association, a temperance society, and a savings bank, which is doing a useful and beneficial work in encouraging thrift.

Rev. Mr. Henderson, who uses spelling and signs as freely as any deaf person, and is a genial, cultured gentleman, explained that the adult deaf of Glasgow were generally usefully employed at thirty-seven different occupations, especially in bookbinding by the men and dressmaking, sewing and millinery by the women.

In our meetings with Rev. Mr. Henderson and the prominent deaf members, who extended a most cordial reception to myself

and the party with me, all used the two-hand alphabet and signs, and there was no attempt at spoken language throughout a most enjoyable afternoon and evening. In fact I found that the British and Continental deaf, whatever may have been the method or system under which they were instructed, all seek each other's society and use signs and spelling, to which the Germans, as I shall relate in its place, add what may be either speech or "mouthings."

From the mission, under the guidance of Mr. Henderson, I took a tram car to the school of the Glasgow Society for the Education of the Deaf and Dumb, established in 1819. The spacious buildings and grounds of this institution cover a plot of ten acres overlooking Queen's Park, a beautiful suburb of Glasgow. The grounds are enclosed within a stone wall, the gate admitting one to a road, on either side of which are wide lawns. They are well kept and are interspersed with flower beds, shady trees, and graveled walks. The main building stands on a gentle slope and is a fine piece of architecture. In the absence of Dr. Addison, who was away attending the wedding of his son, our party was cordially received by Miss Heyworth, the matron, and Miss Bannerman of the ladies' committee, who entertained us at a sumptuous luncheon.

After lunch we were invited to inspect the buildings which, just then, were in the hands of cleaners and painters. In the halls, which were characterized by cleanliness, order and good taste, were cases containing exhibits of the pupils' handiwork in the shape of clay models, needle work, fancy work, and articles of apparel. The institution employs the combined method with results most satisfactory to the patrons and the public, and has sixteen teachers, two being deaf. It is supported by voluntary contributions and grants from the state and county boards. In an auditorium, not quite so large as our chapel, and with platforms at either end, all the classes of younger pupils receive instruction, while there are eight other rooms for the upper classes. The desks are arranged in circular form, and the wall slates and fixtures are very much like ours. Scaffolding filled the rooms,

and the painting and cleansing staffs busily at work made it difficult to obtain an idea of the classes as they appear when ready for use; but the presence of modern appliances to instruct and interest the children indicated that this school was kept up to date. This was further observed in the accommodations provided for the pupils. The dormitories were airy, the lavatories modern, the bath room being tiled with Scotch marble. Everything was attractive, and a homelike air was given the rooms by the large open fire places in which fires were burning. The provisions made for the deaf at this school are certainly liberal and, judging from the graduates whom we met and conversed with, their command of English and of general information was all that could be desired.

I visited Donaldson Hospital on the morning of Wednesday, July 24th. This is probably the most unique school for the deaf in existence — one in which deaf and hearing children are educated in separate departments, but mingle freely together out of the classrooms. It is an imposing structure, founded by the philanthropist James Donaldson, who devoted over a million dollars to establish and endow this home, in which both deaf and hearing children are cared for and provided with instruction.

Mr. Young, the head master of the deaf department, who has been twenty-six years at the work of teaching the deaf, informed me that there were 119 pupils, with fourteen teachers, nine male and five female, and a retired army officer takes charge of the gymnasium instruction. He further said that the deaf children were so bright that it was impossible to distinguish them from their hearing playmates, the latter using the two-hand alphabet in communication. Children come to school as early as six years, but most at seven or later, and remain until they are sixteen, although some are allowed to leave at fourteen when needed at home. The educational work is examined by the same government inspectors as visit schools for the hearing. The hours of instruction are from 8.45 to 11 a. m. and 1 to 4 p. m. The intention is to train the deaf in the same manner as hearing children, and this the inspectors require, as the government allows five guineas per pupil for tuition, in addition to the school's income. The system is based on that in use in the Rochester, New York,

school, and Mr. Young expressed the opinion that the use of the manual alphabet does not detract from progress and proficiency in speech. The classes have examination tests every three months.

In this school three of the classes are taught by the oral method and seven by the mixed method of speech and spelling. The school rooms are large, well lighted and furnished. In one of them there were arrangements for the accommodation of five classes, but Mr. Young has recommended that each class should be in a room by itself to secure better results. No trades are taught as such, but training of hand and eye is given in the form of sloyd. The boys assist in the garden, and the girls in the kitchen, in housework and sewing, in dressmaking and cutting.

The comments of the official inspectors, which were shown me, indicate that this school is accomplishing a very fine work with the deaf children in its care, and using discriminate judgment and sensible methods in their instruction.

After leaving Donaldson Hospital, Mr. Hodgson and I visited the Edinburgh Deaf and Dumb Benevolent Society at 49 Albany street. This society has been in existence eight years and ministers to the temporal and spiritual needs of the deaf community of the city, and extends its work over that part of Scotland which lies between the Tay and the Tweed. Its work is both missionary and benevolent.

The following day I went to Manchester, England, and visited the Royal Schools for the Deaf and Dumb. Mr. William Nelson is in charge. The number of pupils in attendance the last term was 137 males and 102 females, a total of 239.

Most of the time of our visit was passed in conversation with Mr. Nelson and obtaining his views on education. His school is practically four separate schools for (*a*) backward pupils, (*b*) infant school, (*c*) the regular classes, (*d*) apprentice school. I understood him to say he had thirty-five teachers, two-thirds being women. On the average the school keeps ten pupils to a class, and in the classes of junior pupils the limit is six or eight to a class.

Mr. Nelson's test of results is the industrial fitness of his graduates. In this respect he says he has had no failures. Of his pupils, thirty boys were articled in tailoring, shoemaking, baking,

the mechanical arts, stained glass work, dentistry and helpful employments. These boys live at the institute and go daily to their several trades; they are thus employed from September to March. Others are employed in the institution making all the clothing and shoes used by the pupils. He mentioned two of his boys who had opened shops of their own and attended to them. Some of his graduates earn thirty-seven shillings a week. Of the girls, many of them work in mills where other members of their families are employed. He considered dentistry an important vocation for the deaf, and gave instances of success in this line, where he had advised a parent to prepare his son for this line of work. For those who have no industrial plans, the principal helps to find places. Pupils of the industrial school, over sixteen years of age, go to the mission for spiritual instruction.

In his experience he found that tradesmen in employing deaf people, preferred those who can speak and read the lips, and he did not consider that congenital pupils do as well in speech as semi-mutes. Pupils who entered school late in life were preferably taught by the manual method. Mr. Nelson expressed himself as being broad with respect to the use of signs, and not at all an extreme oralist. If the deaf enter school early enough they will make good progress in speech and general education. He recalled with much pleasure his visit to America and to the New York Institution and spoke highly of the excellence of the work being done by the institution under your direction, which he considers one of the best he has ever seen, and wished to be especially remembered to you.

While the Manchester schools are usually rated as oral, they seem to me to come very close to our idea of the American combined system to judge from the information furnished me and which read as follows:

The school is made up of four separate and distinct departments, under the superintendence of Mr. W. Nelson, as follows:

THE ORAL SCHOOL.

The original buildings and grounds are devoted to oral teaching and scheduled by the board of education for 242 pupils. All applicants for admission come to this school in the first place,

and after examination and trial are finally placed in the department for which they are most suitable.

The School for Backward Deaf Children.

This department, which is known as the Clyne House School, is situated in the Chester road, about a quarter of a mile away from the main building, and is scheduled by the board of education for sixty-five pupils. Children who fail to profit by the oral system of instruction, and also those who come too late for such teaching are drafted to this department, and taught by writing and finger spelling. The teacher in charge is Mr. Brocklebank.

The James E. Jones School of Industrial Training.

This school was founded by the chairman and bears his name. It is situated in the Talbot road, immediately behind the parent school, and is both a hostel of residence and a training school. It accommodates thirty resident apprentices, some of whom during the day go out to workshops in the town, and the others are trained in the workshops attached.

At 15½ years of age, boys in either the oral or Clyne House School, whose parents cannot secure apprenticeships for them at home, are drafted into this school on trial. Successful trial is reported to the various education authorities concerned, and scholarships for the first three years of training asked for. These scholarships average about £20 per annum, and they have been very readily awarded by education committees. They may be said to constitute the best possible investment of public funds, for deaf boys. Such training insures self-support, and industrial fitness has been described by his majesty's inspector of deaf schools, Dr. Eichholz, as the final test of their education, for it should be remembered that no less than 98 per cent. of the deaf children in schools must look forward to an industrial career. They have no chance whatever unless they learn a useful handicraft trade. Great care is taken in the choice of trades in order that their disability of deafness may be minimized as much as possible.

The home life of the students under the care of Mr. and Mrs. Craig is an important feature of this department. The charac-

ters of the lads are carefully watched over at a most critical period, and almost every evening is occupied by classes or in the gymnasium and swimming bath.

All the boys trained in this department are earning good livings.

HENRY WORRALL SCHOOL FOR INFANT DEAF CHILDREN.

This branch school has been built and arranged specially for young deaf children. It stands in an acre of garden, and is situated on the Chester road, about five minutes away from the main building, towards Stretford.

Children are admitted at five years of age. The dietary, scheme of instruction, school hours, etc., are quite different to the school for bigger children.

It is managed entirely by women, and the life there is as much like a really good home as it is possible to make it.

Speech and speech-reading is the basis of all the work, and although the actual hours of regular instruction will be short, real teaching and training will be going on all day, and in summer as much outside as possible.

The committee confidently expect that the children commencing at this age will make a more favorable start, both physically and educationally, than has hitherto been possible and hope that education authorities will not be slow to avail themselves of its advantage.

It is scheduled by the board of education for thirty pupils.

My next place of destination was Derby, which I reached on the evening of July 25th. Next morning I called at the Royal Institution for the Deaf and Dumb at Friar Gate, which was established in 1873, and the principal of which is its founder, Dr. R. P. Roe. The school is supported by bequests, voluntary contributions and a government grant of five guineas for each pupil. The main building comprising the domestic and administrative building is of brick with stone trimmings, and is three stories in height. The stone carving over the entrance is a fine piece of work, and was done by a deaf sculptor. The other buildings on this site, which covers five and one-half acres, are school rooms, two gymnasiums, workshops and hospital. This latter is

detached from the others and, in case of infectious diseases, may be isolated; it is erected on the most approved principle. It is a two-story brick building, containing twelve beds, six for each sex, with all the necessary adjuncts.

In addition to the Friar Gate plant, and to render the work of the institution still more efficient, there is a large playing field of nearly four acres within a short distance from the main building. The institution also owns a country home branch at Etwall, six miles from Derby. As a circular explains, this serves as a week-end resort for all ailing pupils, as a convalescent home for those recovering from more serious illness, as a place where farm and garden experience may be gained by older pupils, as well as a source from which all kinds of specimens and illustrations may be gleaned for educational purposes.

Four acres of land are attached to the home, and a greenhouse, erected by boys of the joinery class under supervision, enable experience of the most useful kind to be gained by senior boys. A large kitchen garden supplies most of the vegetables for the use of the institution. The school building is the newest structure on the grounds. I found the classrooms well lighted and furnished. The rooms are separate, but can be thrown together by opening partitions. There is generally one slate to a classroom. It certainly is a large and variegated plant serving very useful purposes.

In this institution there are 167 pupils, 63 girls and 104 boys, with 18 teachers, 7 being male. The school is arranged in sixteen classes, two teachers being kept in reserve. No more than ten pupils are assigned to any one class. No teacher is received without previous training and, in case of candidates who have not had preparation, they must undergo training in the essentials necessary for a teacher of deaf children.

We were received by Mr. Roe, son of the principal, and who had visited our Institution a number of years ago, and exhibited on the walls a photograph of young Nixon taken standing near our Academic Building.

In the main hall and in the principal's office are cases filled with specimens of pupils' work, including needlework, knitting, dresses, fancy work, Derby china designed and painted by the

pupils, embossed metal work, fancy fret work and wood turnings. The educational classification for the last year showed that out of 172 pupils, 162 were educated by what is known as the pure oral method. The remaining ten, being said to be exceptional cases, were allowed unlimited means of communication which the exigencies of their needs seemed to require, which I suppose means signs and spelling. In the trade instructions the basis of classification is given as sex, physical power and language equipment. Young Mr. Roe expressed the institution's policy to be to scheme to get success in work rather than to work for the sake of schemes. The instruction gives attention to the individual; there is one class of partially deaf, and one class of backward pupils, the pupils of which receive individual treatment. With them all methods are used. They are trained in muscular imitations and led to mental association to suit each particular case.

Considerable attention is given to physical training and this receives careful supervision. The special requirements of the individual pupil in the matter of posture, gait, balance and nutrition regulate the course of regular exercises. This school holds the all England challenge shield for physical exercises, and has won it eleven times.

With regard to the careers of graduates, a recent return concerning 184 who left between the years 1901–1911 gives the following particulars: 68.4 per cent. are in good or promising work, that is, are earning wages between 10/— and 35/— per week. 27.1 per cent. are in fair work, that is, are earning sums slightly less than 10/— per week.

Our party, Rev. Dr. Chamberlain, Mr. Hodgson and myself, reached London on Friday afternoon. I found a card of invitation to a dinner given by the representatives of the higher class of London deaf-mutes to the American delegates to the Paris Congress. It was a very exclusive affair and very well arranged. I responded to the toast, "The Paris Congress," using speech and signs simultaneously.

On Sunday morning, July 28th, I accompanied Rev. Dr. Chamberlain to the services at St. Saviour's Church for the Deaf, on Oxford street, London, of which Rev. Mr. Gelby is pastor. During the service it was interesting to watch the British and the

American clergymen translating, each in his own style, the Britisher using the two-hand alphabet and English signs, and the American our American signs. It may be that I unduly favor the American signs, but they seemed to convey a more direct meaning with less physical effort than the English system.

There can be no question of the ability, humanity, and the earnest desire of the main body of British educators of the deaf to properly prepare those under their charge for the struggle of life. The teachers I met were as cultured gentlemen and as competent teachers as can be found anywhere. But, as has been noted, the British schools for the deaf are mainly supported by private subscriptions, with a minimum of government aid and some tuition fees received from the pupils of opulent families. From this circumstance, and the distinction which exists between different ranks of society, there arises a peculiar difficulty for the American to fully understand. A sinister line of cleavage seems to be drawn between the deaf of the upper, middle and lower classes, and effectually destroys influences for good which might otherwise be exerted to the betterment of the whole. The deaf of the upper classes, from their social positions, are, of course, "restored to society" and may be left out of consideration, but the greater bulk of the other classes seem sooner or later to drift to the missions for the real work of their uplift.

I do not mean to say that the schools are to blame, for I do not know, but as a result of my observations I could not escape the conviction that the progress of the deaf, after leaving school must be retarded, if not wholly prevented, by the taint of "charity" which pervades the schools. What I mean may be gleaned from the following advertisement, which I copied from a leading British weekly, under date of August 10th:

"Advertisement under heading Home Charities.

'The Dumb taught to speak.'

Patrons His Majesty the King.
Her Majesty the Queen.
Treasurer Lord Aldenham.
Royal School for Deaf and Dumb Children, Margate.
(Founded in 1792 in Old Kent Road, London.)
358 Children Fed, Clothed and Educated. Boatmaking, Carpentry, Printing, Tailoring, Dressmaking, House-

wifing and Laundry Work taught, in addition to useful educational subjects.

Office: 95 Cannon St., London, E. C.

Frederic H. Madden, Secretary.

This is found with Orphanage, Labor Homes, &c., &c.' "

I can scarcely believe that the heads of schools favor this sort of thing rather than receive government aid, merely to keep the public interested in their work, as is hinted by some of the deaf. Whether this is the case or not, the tendency of the system of seeking public aid in this manner must be to lower the deaf as a class in the estimation of the community. It is in this direction, as in several others, that the influence of the American schools are so far ahead of the British.

Viewing the number and evident stability of the missions, I was impressed by the importance of the work they are called upon to perform. This raised in me the queries as to whether the deaf who depended upon the missions had been properly prepared at school, whether the method of instruction was to blame, or was it merely the result of the customs of the country? Whatever may be the answer, the British deaf receive at these missions free entertainment and assistance such as is unknown, in fact, not wanted, in America. In this country, especially right here in New York, the deaf have their club rooms, with all manner of recreations and entertainments, which they organize and support out of their own pockets. Even many of the church entertainments charge an admission fee, which is considered quite proper and which is cheerfully met. Aside from occasional exceptions, our local deaf work out their own social and economic problems because they have been trained to do so in our school, and the same is true of the American deaf in general.

In the United Kingdom, so far as I could discern, the definite solution of economic problems, together with spiritual instruction, seems to be left entirely to the missions. The schools give the deaf an education more or less sound and satisfactory, but apparently leave to the missions the more difficult work of solving the problem of spiritual, social and industrial condition in the long and strenuous evolution of the middle and lower classes of the deaf. Now, the mode of communication and instruction in these

missions are, without exception, the double-hand alphabet and signs, and thus another query presents itself, viz.: "Does the oral method fail in preparing these deaf people to meet the social and economic problems which beset humankind — to solve them and overcome them?" I do not know, but I do believe that if the British deaf were trained not to expect club life and privileges, unless they paid for them, the effect upon the deaf themselves would be elevating, and they would be entitled to, and would win the respect of the community at large.

Leaving London I passed over to Paris, and, on the afternoon of Wednesday, July 31st, visited the National Institution for Deaf-Mutes, celebrated as the seat of the labors of De l'Epee and Sicard, and their efforts to perfect the method which was finally transmitted to America. Upon entering the familiar grounds, there appeared little outward change from the scene presented on my visit twenty-three years ago — a square, with a statue of De l'Epee in the centre and the buildings of the institution surrounds it. The history of this school is so familiar that I will not go into particulars.

I had some little difficulty in meeting Prof. Thollon, the inspector of studies, but after a considerable wait I was at length ushered into his office and was courteously greeted. M. Thollon understands no English, at least he gave me that impression, and I wrote to him in French and received his replies in the same language. The method of instruction is oral, and outside the classrooms, in play, etc., the pupils can converse by signs and the manual alphabet. Including the Inspectors of Studies, there are twenty-four teachers, with four assistants, or twenty-eight in all. While waiting to be invited into M. Thollon's sanctuary, I saw all I was allowed to view of the Institution — a few apartments and the walls of the buildings. M. Thollon was profuse with apologies, and begged to be excused from showing classrooms, as everything would be shown when the members of the Congress of the Deaf visited the institution on the following Saturday. The frigid reception I had received, the first experience of this kind, cooled my ardor, and I did not disturb the distinguished savant by a second visit.

In conversing with prominent French deaf people I learned that the Institution and its method is undergoing considerable criticism and those in authority find it necessary to defend their position. From the stand point of the French deaf, the results shown in recent graduates of the institution, do not uphold the great claims that have been made for the success of oral instruction in France.

On Thursday, August 1, I attended the Congress of the Deaf, which convened at the Sorbonne, to celebrate the two hundredth anniversary of the birth of Abbe de L'Epee. It was a remarkable gathering of deaf representatives from all parts of the world, fully five hundred being present at the opening session, and many more than that number at the subsequent gatherings. The deaf delegates represented Austria, Belgium, Denmark, France, Germany, Great Britain and Ireland, Holland, Italy, Japan, Norway, Roumania, Russia, Spain, Sweden, South America, Turkey and the United States.

Early in the proceedings of the opening day's session I translated in signs, by request, the address of Dr. Edward M. Gallaudet, which he read orally in French. A few minutes later I was again called to the tribune, and received from the Secretary of State of France, for the Minister of Instruction, the ribbon of Officer of the Academy. In my case I understand it was conferred in recognition of translations from French to English of papers presented at the Chicago and St. Louis Congress of the Deaf. The requirement by the government that the Congress should be held jointly by the deaf and by the hearing instructors connected with the schools for the deaf, somewhat mixed and marred the proceedings. The teachers occupied a great deal of the time for the reading and discussion of subjects purely educational and oral in character, matters not relating to the school, industrial or economic condition of the deaf. The delegates showed no interest, but at times gave unmistakable evidence of disapproval of the length of time being consumed by oral teachers, attempting to bolster up their cause before an audience representing the leading deaf of the world. This was the most unpleasant incident of the Congress, and does not reflect credit upon either the country or the wisdom of the oral teachers.

I took part in the discussion on universal federation, and, later, as the representative of the American deaf, called up a resolution I had submitted in French to the Secretary of the Congress the previous day. As the official interpreter had given indications of undue partiality to the oral delegation, I requested the privilege of reading my resolution and putting it to a vote, which was granted. The resolution read:

"*Resolved*, That we believe that the best system for the education of all deaf-mutes to be a combination of speech, writing, spelling and signs — all methods that have proved useful for their benefit, and which comprise the Combined System."

The vote on this resolution showed a display of the only real enthusiasm the members of the Congress had manifested, and it received the full and enthusiastic approval of the deaf members of all nations.

At the official banquet, held at the Hotel Continental, on the evening of the first of August, speaking for the American delegation, I made the address of presentation of a gold medal, studded with diamonds, the tribute of the American deaf to their French brethren, as represented by the President of the Congress. I was present at the religious services in the Church of St. Roch, and witnessed the ceremony conducted by Cardinal Amette over the tomb of Abbe de l'Epee, followed by the celebration of a solemn high mass by Abbe M. le Chanoine Goislet.

Sunday, August 4th, I was among the eight hundred deaf pilgrims to the birthplace of Abbe de l'Epee at Versailles. This was a remarkable affair. The deaf travelled from Paris in a downpour of rain, from which the open cars offered but little protection, and at the statue of l'Epee showed a depth of feeling that was most convincing evidence of the fact that, whatever faults the deaf may have, ingratitude to those who deserve their love and affectionate demembrance is not among them. This was seen again in the complimentary dinner which the American delegation gave to Dr. Edward M. Gallaudet, at the Hotel Regina, on August 3d. At this celebration I was elected to act as toastmaster, and the leading positions occupied by those present showed the high appreciation in which Dr. Gallaudet is held by the deaf.

On August 7th I visited the Taubstummen Erzchungs Anstalt, at No. 2 Gabelsbergerstrasse, Frankfort, Germany, of which Herr J. Vatter is principal. It was closed for vacation. I learned it had 48 pupils, with five teachers, and follows the oral method. I had no opportunity for a close inspection of the exterior, which is a three-story stone building, with gardens and lawns extending to a brick wall which encloses the grounds.

In the evening I called at the King of England Hotel, where the adult deaf meet, but none were there that evening. I took dinner in the restaurant and returned to my hotel, walking back through quaint streets and lones, lined with gabled buildings, statuary and holy images, which called up legends of long ago.

On August 9th I visited the Taubstummen Anstalt in Leipsic, of which Herr G. Schumann is principal. The school has 156 pupils, with 19 teachers. This is the original school of the Heinicke method, and was established in 1778. The building is of stone, four stories and basement. The school was closed, but I was received by a caretaker and treated very courteously. The school rooms, chapel, study and dining rooms were rather plain. In the dining room were busts of " Samuel Heinicke, Geb. am 10 April, 1728, Gert am 30 April, 1790. Brgrundrite diese in Dieutschland erste Bildiengsantalt fur Taubstummen in April, 1778." Also a bust of M. Carl G. Reich, " um truer lehrer und vaterlicher freund."

In the dining room the tables were about eight feet long and three wide, the seating being benches.

The yard is walled in, and in warm weather the classes are held here, benches being provided.

The institution is in the neighborhood of the Institute of Anatomy, the Philological Institution, and other seats of learning of high standing. Adjoining it, outside its walls, is a small park, in which stands a bust of Heinicke on a pedestal. This school follows the oral method.

On August 9th I visited the Taubstummen Anstalt at Dresden. This institution is at No. 2 Chemnitzerstrasse, and was founded in 1828. It has 265 pupils, with 28 teachers. It covers a block, and is of stone, plastered with cement of some kind. Iron fencing

encloses it from the street, and within are gardens and lawns. The attendant who received us was civil and attentive, showing all we wished to see. The building was undergoing summer cleaning and repairing, it being the vacation period, and no pupils or teachers were at the institution.

In the classrooms the desks were arranged in a circle, with the teacher's place in the center. The school room furnishings were somewhat like ours. In the dining room the tables had the narrowness which seems common abroad, being some three feet wide and eight feet long; the seats were benches of the same length.

There is a very fine chapel, arranged in the custom of Lutheran churches. There was also a good gymnasium. The beds were of box-shape, that is, with wooden sides and ends. The lavatories were not in any way equal to those at Fanwood.

Monday and Tuesday, August 12-13, I called at the Kongliche Taubstummen Anstalt, Berlin. Herr Wende is director and Mr. Schiller assistant. I understood the present quarters, which occupy several apartments in an ordinary apartment house, are but temporary. A fine new institution is being built, to which the pupils will be removed.

Upon our first visit the director was out, but on our second visit we met him. The school was in session when we called, but we were politely detained in the office until the noon hour, and the only glimpse we had of the children was to see them departing. The institution received a diploma of merit from their exhibit at the Chicago Exposition.

Wednesday, August 14th.— In the morning I called at the State School for the Deaf in Berlin. It is situated in a court, and is one of several buildings devoted to educational purposes; on the opposite side is a gymnasium for the adult deaf, which is generally open in the evening.

The director, Herr Scorsch, met us in the court yard as we entered, during recess period, introduced us to the teachers, and showed us through the class rooms.

It is a day school, the children going home after school hours, which are from 8 to 1. There are 20 classes, and most of the

teachers are men. The class rooms are well lighted, without any decorations or ornaments.

The number of pupils to a class is generally 10, the desks are grouped in circles, evidently for use in speech work. There are other desks at the side of the room in fine form for other than speech work. In the classes we visited, those of children 8 to 10, the work was not different from our own. The children seemed bright and happy and read the spoken words and replied — with what tone of voice or degree of correctness I was unable to judge. As Herr Scorsch said, we have all these things in America, and better than theirs.

The art instruction from models, the pupils standing up to the forms, I found produced very fine free-hand drawings of still life.

Monday, August 12th.— In the afternoon I visited the Home for the Aged and Infirm, in the northeastern outskirts of Berlin, known as " Berlin Taubstummenheim in Hohenschonhausen, Treskowster." It is a three-story brick building, with vegetable gardens, which supply the table; the home has accommodations for 60 inmates, and at present it shelters 16 men and women. It was erected by the deaf at Berlin at a cost of 125,000 marks, about $31,250, and is supported by the combined contributions of the deaf vereins or clubs.

It is a remarkable manifestation of the possibilities of concerted effort by the deaf, as, with the single exceptions of the hearing Pastor Schultz — all connected with its management are deaf.

On the morning of Sunday, August 18th, I attended the services for the Berlin in their chapel, of which Pastor Schultz has charge. His sermon was delivered in that mixture of speech, signs and spelling which is the common mode of communication between the deaf of Germany. In fact, the genuine Combined System appears here in Germany — whatever method is employed by the schools in educating deaf-mutes. In other countries the deaf use some one mode of expression; the Germans use all three— signs, speech and spelling together. How great the speech value may be I can only surmise; it may be merely broken speech, or mere disconnected words. At any rate they depend more upon

signs than any other vehicle of expression, and close observations which I made, and which I fortified by queries, convinced me that the deaf looked at the hand signs rather than at the lips, and depended upon the signs for the final comprehension of expression.

On August 22d I visited the Omrichting Voor Doofstommen at Rotterdam, Holland. The building is in a resident street and not detached from others. Hirsch was its first principal. Mr. A. F. Fehmers is the present director of the school, and we were informed it had in all 78 males, 71 females, 149 pupils of both sexes, from 7 to 16 years of age. It was vacation. Mr. D. Uitdenbooggard showed us the classrooms, which are separate, but can be thrown into one by folding partitions. The desks are old-fashioned, the wall slates have no frames. The art, as were the classrooms, have overhead windows instead of ceiling, and so are well lighted. The art room has standing easels or tables, making seats unnecessary. The classes draw from clay models. There is a fine playground. Things were in the hands of the cleaners, and we could not see much.

It has at times been a perplexing hunt to find some of the institutions, and, being vacation season, it has been difficult to gain entrance, no one of authority being present, and the attendants being fearful of admitting strangers. In some instances we were obliged to convince the attendants that we were quite harmless; under such conditions we could not obtain information of real value.

Many of the schools do not apparently keep track of their graduates, and we thus lost valuable information, since the life of the deaf beyond the school is the true criterion of the comparative value of the instruction received.

However, my questioning of prominent representatives of the German deaf elicited the frank response that deaf-mutes should be instructed by some other method than the pure oral. They consider that the average American deaf, as tested by results, is superior to the German, and, considering the date of the establishment of deaf-mute instruction in Germany, as compared with pioneer work in America less than a hundred years ago, the rela-

tive standing of American and European schools is rather significant.

CONCLUSIONS.

While anxious to discern in my observations any thing that might be of advantage in our system of instruction, I saw nothing either of teaching, results, or school appliances superior to what we accomplish or possess.

The sincere enthusiasm with which the deaf members of the Paris Congress voted in support of the Combined System resolution would indicate that the deaf of Europe do not believe in the oral method as sufficient in all cases.

The German deaf appear to be particularly well trained to the trades which they follow on leaving school. The large number of vereins, or clubs, which they support proves that they must be pretty successful in their industrial occupations.

The fact that signs and the manual alphabet are exclusively used in Europe at church services and missionary meetings for the deaf, suggests that their use in the schools, outside the classroom, is not detrimental to the progress of the pupils, but rather the contrary is true.

I was struck by the wide activities and preponderating influence of the missions, and their success in unraveling economic difficulties, for which the deaf should be prepared at school. The benefits following a free mode of communication in giving advice and admonition is evident. This universal use of signs and spelling by former pupils of oral schools has a significance that cannot be overlooked.

From the remarks of various European heads of schools, I gather they are growing broader in their views as to the value of spelling and signs as a means of communication with the deaf. Several acknowledged that oral instruction does not produce in all deaf-mutes equal benefit, and that there are limitations which the honest teacher must recognize.

A consensus of opinion, gleaned from the remarks of delegates to the Paris Congress, who had been taught by the oral method, gave the impression that they considered the deaf taught orally speak and read the lips more or less successfully, but are deficient

in education and mental development. They do not consider the use of the alphabet and signs as harmful to speech, but rather a great aid and benefit for inter-communication in church services, lectures and entertainments.

In Germany, which is peculiarly the home of oralism, the *product,* as viewed in the conversation of the deaf, shows a reversal to the Combined System. In conversation the German deaf use at one and the same time lip movements, spelling and signs. Whether the vocal utterance is mere mumbling or correct speech I was unable to verify by hearing, but upon inquiring from several intelligent friends, they assured me that the audience followed the hand and not the lip movements; that those who once heard spoke fairly well, but that the mouth motions of the ordinary deaf-mute were unintelligible.

In bringing this report to a close, I desire to express to the Board of Directors, and to you, Mr. Principal, my sincere appreciation of the honor conferred upon me in my selection as a representative of the Institution to inspect foreign schools for the deaf.

My trip, while presenting difficulties at times, brought with it not only considerable pleasure, but real happiness, in the opportunity to visit places of historical interest in various parts of Europe.

For this I thank you, and hope that my observations and conclusions, as here set down, may be of interest to you, and of some help in comparing your Institution with others in Europe.

All of which is respectfully submitted.

THOMAS FRANCIS FOX,

Teacher.

REPORT OF FOREIGN INSTITUTIONS.

By EDWIN A. HODGSON, M. A.

ENOCH HENRY CURRIER, M. A., *Principal:*

DEAR SIR.— From an American point of view the World's Congress of the Deaf at Paris, held at the Sorbonne on the first and second days of August, 1912, was a decided disappointment. The pilgrimage to the birthplace of Abbe de l'Epee at Versailles, was, however, quite a success, over six hundred deaf-mutes being in the line of march to De l'Epee's statue, where the speechmaking and other ceremonies were held. Every civilized nation had representatives present, and wreaths and placques were so numerous that the statue was hidden in a mass of flowers. The American delegation were at the statue as the procession approached, carrying banners of different organizations and flags of some of the countries from which the delegates came. President Desuzean's address on this occasion was a masterpiece of perfervid oratory in the language of signs. The preceding day, in Paris at the Church of St. Roche, religious ceremonies were held, the cardinal and other high church dignitaries exercising their sacred functions in behalf of the deaf and in commemoration of the great benefactor they were assembled to honor. It was quite fitting that all of these ceremonies were conducted in the sign language which Abbe de l'Epee had invented for their intellectual and religious instruction over one hundred and fifty years ago.

The Congress, however, could only be classed as successful in point of numbers present. In the first place it was controlled by hearing representatives of the National Institute for Deaf-Mutes of Paris. Throughout the two days' session, the interpreter was kept constantly busy telling the deaf in the sign language the views of these hearing gentlemen. Both sessions of the first day were occupied in explaining the method of instruction used at the Paris institution, with only one short interval, when decorations were given to twenty-five deaf-mutes, nearly all of whom were

French. Dr. Thomas F. Fox was honored with the ribbon of Officer de l'Academie. Several of the deaf protested in vain against the time given to hearing persons, and insisted that they had come to learn the views of deaf people of various nations concerning methods of instruction and results attained. The president tried at times to placate them and at other times gave them no heed. When indignation threatened grave disorder police officers appeared at either door. This produced quiet, but also decimated the hall. One by one the deaf walked out and when the session closed there were less than 100 present.

The second day was given to the deaf, but it was announced that only five minutes could be allowed to each speaker. As a consequence, prepared papers were cut short or omitted altogether. The results of the Congress in the line of practical information were extremely meagre, if not entirely *nil.*

The session closed with the presentation of a series of resolutions. Most of them had but local significance and were passed without objection. The gist of resolutions adopted:

(1) That ten pupils constitute a class; (2) That the pay of teachers should be increased; (3) That ten years should be the term of instruction; (4) That trades should be taught during the period of school education. One resolution was strenuously urged by the principal of the Paris institution and his colleagues, which was that backward deaf-mutes should be segregated (the inference being that it had reference to those who began school at a late age or for any reason failed to progress in speech and lip-reading) and denied the advantage of association with pupils of the same age and higher intellect. The deaf opposed it and it was voted down. Again and again it was explained and pleaded for and each time by vote was defeated. Against all parliamentary precedent or rule it was once more put up to be voted upon and finally and effectually defeated. After this came the only real enthusiastic action of the Congress. The following resolution was put before the assemblage. It had been handed in by Dr. Fox on the previous day in both the French and English languages. Dr. Fox took the platform and explained it in the clearest of signs, after being called forward for that purpose by Secretary Gaillard. It reads as follows:

"We believe that the best system for the education of all deaf-mutes to be a combination of speech, writing, spelling, and signs — all methods that have proved useful for their benefit, and which comprise the combined system."

When it was put to vote the entire gathering gave emphatic and enthusiastic approval. They waved their hats, jumped to their feet, and some even stood upon the benches with hats at the ends of canes and umbrellas. If there ever was any doubt as to the attitude of the deaf in regard to the methods of education, this ought to settle it forever. The deaf of the old and new world are a unit on the merits and superiority of the combined system.

In compliance with your instructions, visits of inspection were made to all of the educational institutions along the line of our itinerary. Previous to the Paris Congress, calls were made at the Claremont and Cabra Institutions in Dublin, and the Ulster Institution at Belfast, Ireland; the Glasgow and Edinburgh Institutions in Scotland; the Manchester and Derby Institutions in England; and the Institution Nationale des Sourds-Muets, of Paris, France. After the adjournment of the Congress and the termination of the bicentenary celebration of the birth of Abbe de l'Epee, the institutions inspected were those located at Frankfort, Leipsic, Dresden and Berlin (2), Germany; and finally the institution at Rotterdam, Holland.

In addition to these educational establishments for deaf-mute children above enumerated, we visited and collected data concerning the missions at Belfast, Ireland; Glasgow, Scotland; Edinburgh, Scotland; London, England; Berlin, Germany. Dr. Fox and myself also were present at religious services for deaf-mutes at the chapel of the Belfast mission; at St. Saviour's Church, London; and at the church for deaf-mutes in Berlin. We made addresses to the congregation in Belfast. In Berlin we also visited a club for deaf-mutes, the Home for Aged and Infirm Deaf which is managed and supported by the deaf themselves, and the Taubstummen Turn Verein, a handsome and commodious building of brick, well equipped with athletic apparatus for the physical development of the deaf of both sexes, owned by the deaf, with deaf physical directors. A class of thirty or more was exer-

cising when we called, and for our benefit gave a remarkably fine gymnastic exhibition.

Lest the pertinency of mentioning these missions, etc., in connection with what the pedant would call purely educational institutions, should be questioned, it is necessary to explain that the missions are not merely religious and charitable, but practical and progressive. They take charge of the deaf upon the completion of their school terms, board and lodge them for a nominal charge, secure employment for some on simple lines fitted to their capacity and promise of progress, and become sponsors for them as indentured apprentices who must faithfully go through the full five years of apprenticeship demanded by the unions before being admitted to the ranks and pay of journeymen. In Great Britain, Germany and Holland, no real trades instruction is given at the majority of the schools, so that school pupils have in anticipation a subsequent lengthy period of stringent application and exacting demands, if they would attain to that degree of skill and thoroughness of comprehension which shall elevate them in position and bring the emoluments and comforts which are universally denied to the ordinary laborer.

The Claremont Institution, Dublin, Ireland.

Early on the morning of July 20th a visit by jaunting car was made to the Claremont Institution for the Protestant Deaf, which is situated on the outskirts of Dublin. The lodge keeper at the gate conveyed the disappointing assurance that the school was closed and locked, so that access to the interior was impossible. Dr. Fox and I shoved our cards into the letterbox and gleaned the scant information that when in session the number of pupils was twenty-five and they were all instructed by the oral method. The building is long and low and the grounds are well kept and lovely to look upon.

The Cabra Institution, Dublin, Ireland.

The Catholic Institution for the Deaf and Dumb at Cabra, Dublin, forms two separate establishments situated several hundred yards apart, one of which is for boys and the other for girls.

The first is St. Joseph's, conducted by the Christian Brothers, and the second St. Mary's, in charge of Dominican nuns. The total number of pupils under instruction during the term just closed was 397 — boys 191, girls 206. The methods used are signs, the manual alphabet and writing. Oral instruction is not given except in cases where there is a remnant of ability to hear, and to keep up the speech of those who already know how to talk. The classes are in one long room, devoid of partitions, the classes being differentiated by the arrangement of seats and desks. Picture cards, painted specially by a former pupil and present teacher, Thomas Mahon, are largely utilized in the language and composition work of the classes. The cards, which bear a picture on either side, are arranged and hung on the walls, in series graded to the language development of the respective classes. The cards are about 3 x 5 inches in size, and I should judge that there were more than a thousand. The interiors of the buildings are scrupulously clean, the dormitories airy, the lavatories up-to-date, with water faucets that send forth a spray instead of a stream of water when being used, thereby economizing in the cost of the fluid, if it be that a water meter fixes the price for them. At this school the boys get systematic instruction in harnessmaking, shoemaking, tailoring and farming, and the girls are taught shirtmaking, dressmaking, millinery, knitting (by machine also), laundry work, cooking, embroidery and lace making. Our party was entertained at luncheon by Brothers Dalton, Johnson and Reddington, who had been our guides through the really beautiful school. As a result of the trades teaching, thirty-two are in business for themselves in various towns of Ireland, while the majority are successful wage-earners. The institution is a solidly constructed building of brick, with a segregated hospital nearby. The stretch of grounds between the building and the lodge gates presented an entrancing vision of greensward, shade trees, flowers and ferns, so grouped and ordered as to suggest that besides other excellences, the Cabra Institution has a landscape gardener of rare ability.

The Belfast Institution, Ireland.

The official title of the school at Belfast is "The Ulster Society for Promoting the Education of the Deaf and Dumb and the Blind." During the year 1911 there were 79 deaf pupils (32 blind pupils). The number of teachers of these 79 deaf pupils was seven, one of whom is deaf. The term of schooling is continued until the age of sixteen, after which they are sent to the missions to be apprenticed to trades or placed in some bread-earning employment. This school has a noble frontage and a vast stretch of flat lawn between it and the lodge gates. The principal and head master is Mr. John Beattie, but we were shown around by Mr. Wm. J. Stewart, head teacher and a one-time instructor at the Edgewood, Pa., institution. As in the case of all but two of the schools visited during our itinerary in Great Britain and Europe, the pupils had gone home for the summer vacation. The oral method is used in the instruction of the majority, though a certain proportion is taught by the manual method. The hours of instruction are from 9 to 11.45 a. m. and 1 to 3 p. m. One-half of the teachers do duty until 10.30 on alternate evenings. The resident teachers also occupy curtained spaces in the different pupils' dormitories as bedrooms. These dormitories are crude and ill-furnished, and, like the classrooms, are a century behind the times. Indeed, the section devoted to the school brought vividly to mind Dickens' description of Dotheboys Hall, while our guide's admission that the pupils do the sweeping and general cleaning decidedly confirmed the impression. In mind's eye we could see Wackford Squeers giving the practical lesson: "Spell winder — w-i-n-d-e-r: now, go and wash it." The dining room, where the blind pupils eat from a ledge attached to the walls of either side, the deaf pupils having two long tables in the center, and the teachers at a semi-circular table at the head of the room, all being seated on benches attached to the floor, suggested an entire lack of the refining influences that should surround a child of impressionable age. There is an alleged gymnasium, almost destitute of apparatus, which is used as a school room for blind pupils. The only commendable features of the school are the really up-to-date lavatories, and some recently installed cooking

appliances. In the work of instruction it is evident that the teachers, however faithful, are greatly handicapped; therefore, it is little wonder that the scholastic attainments of graduates are far below the standard that is demanded of American schools.

THE GLASGOW INSTITUTION, SCOTLAND.

Escorted by Rev. J. Henderson, Superintendent of the Institution (Mission) for the Adult Deaf and Dumb, and two of Scotland's most prominent deaf men — Mr. William Agnew and Mr. Alex. McGregor — our visit to the Glasgow institution was made. Unfortunately, the principal, Mr. Addison, was absent, being in attendance at the wedding of his son. However, he had made preparation for our reception, and we were greeted by the matron, Mrs. Heyworth, and a member of the ladies' committee, Miss Bannerman. After a really excellent luncheon, the school was inspected.

The Glasgow institution has 203 pupils, and is supported by government grants and by fees and investments. Parents who hall are exhibits of modeling in clay, embroidery and sewing, and refuse, the law steps in and compels them. For the very poor, provision is made by the educational commission. In the main hall are exhibits of modeling in clay, embroidery and sewing, and it is necessary to state that they are fine specimens of the artistic skill of the deaf. The large assembly room is utilized for the kindergarten classes. There are also ten well-ordered separate classrooms, with all the requisites in the way of blackboards, desks, maps, etc. The oral method, manual alphabet and writing, all play a part in the system of instruction. Military drill has recently been introduced.

There is no instruction in trades given to the boys, but the girls are trained in housework, cooking, laundry work, and in cutting, fitting, sewing and dressmaking. Those of the graduates whom we met seemed to be intelligent and fairly well educated. All of them referred to Principal Addison in complimentary terms.

Besides the quite extensive main building, which stands on an eminence facing a wide stretch of greensward, relieved and

adorned by flower beds and shade trees, there is also the principal's residence, a laundry building, with the most modern equipment, and a hospital building.

The Edinburgh Institution, Scotland.

Donaldson's Hospital at Edinburgh is the name of the school for the deaf. It is so called in honor of James Donaldson, who gave a million dollars for the education of poor and orphan children. The school for the deaf and the school for hearing children are in different sections of the same building, and they meet and mingle only during hours of recreation. It was at first anticipated that the association of the deaf and hearing children would be beneficial to the former, but it was soon discovered that the deaf children learned objectionable and slangy terms, which hindered their progress in grammatical language. We were in time to see the deaf children marching to their noon meal.

The principal of the School for the Deaf is Mr. William Young. There were enrolled 118 pupils, 61 boys and 58 girls. Principal Young stated that the "Rochester System" is used in the classrooms. This, according to the writer's conception, means all of the different methods excepting the sign language. The teaching staff, including two physical instructors, comprises nine men and five women. Trades are not taught, but there is some manual training given the boys, while the girls learn housekeeping, cooking and laundry work. After the school term is finished they go to the missions for further help.

The classrooms of this school are large, light and airy. The classroom accessories seemed plentiful and well chosen. The desks are peculiar in that the tops, when lifted, open towards the pupil, thereby frustrating any effort to take anything from within without being observed by the teacher.

Principal Young, who has had twenty-six years' experience in the education of the deaf, informed us that the school was subject to government inspection, and that the class work was not up to that of normal children.

THE MANCHESTER, INSTITUTION, ENGLAND.

The Royal Schools for the Deaf and Dumb at Manchester have long held the reputation of ranking among the best in England. Under one management there are four schools, each devoted to distinct lines of education: The Oral School, the School for Backward Children, the James E. Jones School of Industrial Training, and the Henry Worrall School for Infant Deaf Children.

The Manchester Institution was established in the year 1823. Its present principal, Mr. William Nelson, is also superintendent of the branch schools. He has grafted into the scheme of instruction some of the American ideas, gained during his visit to the United States some years ago — such as kindergarten, the industrial school and the drill.

The number of teachers employed is 35, of whom two-thirds are women. The oral school numbers 239 pupils; the school for backward children, 65; the infant school, 10; while between 20 and 30 are in the school of industrial training.

The oral method is employed exclusively in the classroom, but finger spelling and signs are not objected to on the playground, and are used in the chapel. When I said that the system was something like that of "Fanwood," Mr. Nelson replied: "The New York Institution is the best in the world." Pupils who fail to profit by the oral method of instruction are placed in the school for backward children and taught by signs, finger spelling and writing. The school for infant deaf is simply a kindergarten, the scheme of instruction, dietary and school hours are all intended to make life as much like a good home as possible. Speech and lip-reading is the basis of all the work.

After the school term is finished, or at the age of 16 years, such pupils as are unable to secure apprenticeships are admitted on trial to the School of Industrial Training, and, if successful, are instructed at a cost of $100 per year for a course of three years. "Such training insures self-support and industrial fitness and has been described by His Majesty's Inspector of Deaf Schools, Dr. Eicholz, as the final test of their education, for it should be remembered that not less than 98 per cent. of the deaf children in

schools must look forward to an industrial career. They have no chance whatever unless they learn a useful handicraft trade."

The girls while at school are taught dressmaking, cooking, laundry work, housework. Unlike the boys, they have no trouble in getting started in the way of making a living. They easily get employment in factories.

Just previous to our departure, Mr. Nelson remarked that he was not an extreme oralist, but always fitted the method to the individual child.

The Royal Derby Institution, England.

The Royal Institution for the Deaf and Dumb, Friar Gate, Derby, was established in 1873, by Dr. Wm. R. Roe. Beginning under many difficulties the school plant has gradually been increased until at present there is a group of five buildings at Friar Gate — residential, school, gymnasium and technical for boys, gymnasium for girls, and a hospital. A recreation ground of four acres has recently been added, and a country house at Etwall, where the little ones may stay throughout the year and where gardening is taught to the older pupils.

The number of pupils last term was 167 — boys 94, girls 73. Term is from five to sixteen years. Eighteen teachers — eleven women and seven men — were engaged in the work of their education. The school is supported by voluntary contributions and by grants of government educational boards. To all who can profit by it the oral method is used, but all methods are involved in stimulating and developing the intellectual growth of atypical (meaning backward) children. Aphasic pupils who can hear but cannot speak are taught to articulate by muscular imitation.

Manual training in metal work and wood is given, but construction work is confined to the principles of joinery. As in other British schools the graduates go to the missions for work or apprenticeships. The girls are taught cooking, sewing and laundry work. The cooking school and laundry are very clean and neat, with modern equipment.

The school building is a solidly constructed edifice of brick, as nearly fireproof as possible, and the classrooms are light, airy and furnished with desks and school apparatus.

Considerable attention is given to physical training, and in the study room is a silver shield, called the "All England Challenge Shield," competed for annually under the auspices of the National Physical Recreation Society, which was won by the deaf and dumb boys of the Derby school eleven years out of twelve.

THE PARIS INSTITUTION, FRANCE.

At such a season of the year, when schools and institutions for the deaf are closed for the summer vacation, difficulty was anticipated in the quest for data relating to deaf-mutes and their education. This was realized in a large proportion of the schools visited. However, it seemed absolutely certain that in Paris, at the school which was founded by the Abbe de l'Epee, on the occasion of that great benefactor's bicentenary, every opportunity would be offered and every facility advanced. Our experience was contrary to our anticipations. Dr. Fox and I arrived early in the afternoon and sent in our cards and credentials to M. Thollon. After a wait of half an hour we were ushered into the presence of that great man, who without even the courtesy of a greeting informed us in French that he did not understand the English language in which our credentials were couched. Dr. Fox explained in French our positions and our mission. We were told to come on Saturday, when the entire Congress of the Deaf had been invited. It was in vain that we explained our visit to be one of inquiry in behalf of a great American institution. He handed us each a copy of a little pamphlet, written by himself, entitled "Education and Protection of Deaf-Mutes," and bowed us out. In this pamphlet we discovered that he is the author of the statement that deafness is caused by alcoholism on the part of the parents, a slander that was much discussed and statistically disproved by the late Mr. William Wade and others about a year ago.

The Institution Nationale des Sourds-Muets of Paris is the outgrowth of the meeting of Abbe de l'Epee with two deaf-mute girls, and his success in instructing them. This initial effort resulted in a school that was located in the vicinity of the Church of St. Roch, Paris, and which gradually developed into a school

of sixty pupils and eventually became the Institution Nationale, located to-day at 254 Rue St. Jacques. This institution has 280 pupils, with a corps of teachers numbering eighteen. The oral method is used, the sign-language having been discarded over twenty years ago. It was boldly declared from the platform of the Congress of the Deaf in the Sorbonne that the standard of education had deteriorated, to the anger of M. Thollon, Collignon and other teachers, who clung to platform seats, and manifested much anxiety, from the beginning to the close of the Congress.

This institution gives instruction in trades, such as printing, wood carving, engraving, tailoring, gardening. We passed through the refectory and noticed that the tables had stone tops, with an enameled plate, knife and fork and tumbler thereon, the seats being long wooden benches.

The statue of Abbe Michel de l'Epee stands out in noble proportions and is the first object to catch the eye of the visitor. It is a perpetual reminder of the far-reaching benevolence of the good abbe and the gratitude of the deaf and dumb. It is the creation of a deaf-mute, Mr. Felix Martin. In the rear of the school are the gardens that have enraptured the eye and had been referred to in enthusiastic terms by many writers in years gone by. They are still beautiful, but do not seem to me as artistic and well kept as upon a previous visit some twenty-three years ago.

Taubstummen Ehrzuhngs-Anstalt, Frankfort, Germany.

The first German institution visited was that at Frankfort. It is situated at 2 Gabelsberger street, and a three-story building with two wings, surrounded with an iron fence at least ten feet high. The establishment was undergoing the summer cleaning, and the principal, Mr. J. Vatter, was absent. This school was founded in 1827, and at the present time has forty-eight pupils, with five teachers. The oral method is used exclusively.

TAUBSTUMMEN INSTITUT, LEIPZIG, GERMANY.

The Leipzig institution was founded in the year 1778, but the building at 38 Tal street was first occupied in 1881. It was begun by Samuel Heinicke, the father of the German, or oral method. The present principal is Mr. G. Schumann, and the number of pupils 156, with nineteen teachers engaged in their instruction. Of course, at this fountain-head of oralism, that method still prevails.

In the assembly room are busts and tablets of Heinicke (born April 10, 1729; died April 30, 1790) and Mr. Carl G. Reich (a former principal, born in 1782 and died in 1852).

We were shown through the buildings by the custodian. The school rooms are very light, have blackboards, maps and funny little desks, which we subsequently discovered to be similar to those in the other German schools. Some creditable oil paintings by pupils hang on the walls, and the classrooms are made cheerful by framed pictures, those of the Kaiser, his father Frederick, and his grandfather William, and Bismarck, being especially prominent. There is also a museum, chemistry apparatus, and what I should judge to be a good library. Art instruction is given to all the pupils, and includes clay modeling. Sloyd is the only approximation to trades instruction, though the girls are taught laundry work, housework and sewing. A quite large gymnasium with a variety of paraphernalia, shows that the physical development of pupils is not neglected.

The dormitories average forty-five beds to a room and seem too close together to afford pure air to the occupants. These beds are a combination of iron and wood, without springs, and on each the feather bag that appears to be universally used in Germany instead of blankets. The lavatories are quite coarse in appearance and consist of iron dishes underneath a water faucet, that are emptied by inverting the dish.

In a small park at the rear of this institution is a bust of Samuel Heinicke on a granite pedestal.

We were told that no signs were allowed except an occasional gesture in the chapel exercises.

The Dresden Institution, Germany.

The city of Dresden is said to be the cleanest in the world. Our observation certainly sustains its enviable reputation. The Institution for the Deaf and Dumb is also up to the standard of cleanliness set by the city itself. The narrow strip of ground between the building and the fence which marks the street line is pebbled and lined with grassy slopes on which flowers and the trees look luxuriantly pleasing. Inside the building, the halls and classrooms and furniture fairly glisten with varnish and oil polish. It is situated at 2 Chemnitz street, and was established in 1828. The principal is Mr. P. Kohler, and his educational responsibilities are shared by a staff of twenty-eight teachers. The number of pupils on the school roll during last term was 265. The oral method of instruction is dominant, but signs are used in conjunction with the lip-motion in the chapel assemblies. Our escort was the caretaker, as the principal and teachers were away for the vacation. The chapel is flooded with clear sunlight. The same may be said of the classrooms, which are well equipped with blackboards and maps and desks for ten. The dormitories are in the garret and while perfectly clean, they give one a sensation of stuffiness. The lavatories are furnished with crude iron wash basins. There is a fine gymnasium with a variety of apparatus for physical development.

Konigliche Taubstummen Anstalt, Berlin.

We visited the above school twice on consecutive days, as the first call was made when the school was deserted. This institution was established in 1788. It is located in an ordinary apartment house, with entrance via a cloister in the rear. Mr. G. Wende is principal, the number of teachers eleven, and the pupil enrollment seventy-eight. Mr. Wende was cordiality personified. He avoided showing us through the school, but frankly stated that the place was poorly adapted for the purposes of a school, and said that ground was broken and an institution was being built in the country, with spacious playgrounds, and planned on modern lines, to which the present school would be transferred in the

year 1914. He averred that speech and writing were the methods of instruction, but that signs played a part in the religious services.

STATE TAUBSTUMMENSCHULE, BERLIN.

We were fortunate to see this school under the guidance of the principal, Mr. Schorsch, while the pupils and teachers were present. There are eighteen teachers and 200 pupils.

When we stated our mission to be one of inquiry in behalf of the New York Institution, Mr. Schorsch opened a bookcase behind his desk and brought forth our Institution's latest annual report. He understands the English language and showed a keen comprehension and admiration for the high and broad and diversified work which the New York Institution is doing. The principal stated that speech had first place in the scheme of instruction, but that in religious services a combination of speech and signs was used. We were shown through several classrooms, and observed the teachers at work. They spoke orally to the pupils, making almost imperceptible gestures to guide the tone of voice and to correct misunderstanding. The teacher of one class showed us little books with pictures on one page and descriptions written by the pupils on the opposite pages. In reply to my suggestion that the handwriting was good and the system seemed effective, he said: "You have all these things at your school and better." Dr. Fox was dubious concerning the correctness of my lip-reading, so at my request Mr. Schorsch wrote it on the blackboard. I was correct. When we entered the art room, two teachers were instructing a large class in drawing from objects. The work of the majority was good. The teacher also exhibited several portfolios of objective drawing and design. They were really fine and quite of a practical character for the purposes of illustration. The pupils were being dismissed as we said goodbye to Principal Schorsch, and as they walked homeward in groups, we noted that many used natural gestures in their conversation. However, the main and continuous effort in the school is to give them speech.

Inrichting voon Doofstommen-Onderwijs, Rotterdam, Holland.

Vacation time precluded any observation of the application of methods at this institution. The buildings were undergoing repairs and cleaning. Mr. D. Witdenboogaard, an employee of the executive department, conducted us through the building.

The principal of this school is Mr. A. F. Fehmers. The number of pupils enrolled is 149, of whom there are seventy-eight boys and seventy-one girls. The oral method is used in the instruction of all these children. Our guide informed us that they were not prohibited from making gestures outside of the classroom, and the speech only was used in chapel talks. Pupils are admitted at the age of seven years and remain until they are sixteen. If they begin at a later age, the age of withdrawal, on graduation, is correspondingly advanced. The classrooms are small and poorly equipped. They are separated by wooden partitions which can be raised, thus converting all into one large room. The gymnasium, one for boys and another for girls, seem small and inadequate, and devoid of the customary appliances. The room devoted to art instruction is quite spacious with plenty of light. A commendable feature of the art room is a series of long high desks, with slanting tops and shelves beneath for drawings, etc. A class of ten could work side by side at each of these desks, all standing. There are also easels of peculiar construction which can be changed to almost any degree of slant without moving the drawing board.

There is a small yard in the rear of the school which the pupils use in their hours of recreation. It has neat graveled walks, an abundance of greenery and benches placed under shade trees that are so heavy with green foliage that not a glint of sunlight can get through.

The institutions visited may be grouped into four distinct classes of educational effort, each class representing a different country, with varying traditions to be upheld and widely divergent conditions to be met.

In Great Britain the education of the deaf is a quasi charity. The schools are largely dependent upon voluntary contributions.

Throughout all their lives, many of the deaf and dumb are recipients of charity. This begins at the school, where their indigence is exploited to gain grants from city commissions and donations from the philanthropic citizens. When the school days are over, the benevolent work of the missions begins, where they are aided and looked after, advised and admonished, according to the unhappy conditions that surround them or the unsteady habits they may contract. Finally, the church almoner distributes the weekly dole to a number who confidently wait after the services to unburden their troubles and their woes. There are many well educated deaf-mutes in the British Isles. There are hundreds whose competency in some line of skilled labor insures them steady employment and good pay. But the majority are doing hard work at low wages, and often lack steady employment. The system that sends them out into the world at an early age with only an elementary education, is responsible. Few are able to spend a long term of years as apprentices, and this must be done to fill the demands that labor unions make. The Cabra institution teaches trades and its graduates are doing well in the world. The Manchester Institution has recently established an industrial school for its graduates, but the instruction involves an additional fee. The Royal School for the Deaf and Dumb at Margate (founded in 1792 in Old Kent Road, London) has a system of education that more nearly approximates the American system than any of those we have visited. Besides the classroom education, it gives instruction in skilled handicrafts to both boys and girls, which is a guarantee that when they graduate they will be fitted to take their place in the world and work out life's problems unaided.

In France, since the adoption of the exclusively oral method, we are told that the standard of education has retrograded. The liberality and breadth of the old system developed many men of high scholarly acquisitions and remarkable individuality. They have won distinction in the higher avocations, such as are encompassed in the fields of literature, science, and art. The dearth of examples of successful accomplishment by graduates of recent years, is not very flattering to the present confined and narrow

system and the repressive measures which it necessarily entails. Every French deaf-mute I questioned answered that the school had gone backward. One in particular who had been taught under the pure oral method, denounced the methods in use at the Paris school during the past decade, saying that they were cruel and ineffective and stunted mental growth, amid the wild applause of several hundred deaf men and women assembled at the Congress. The saving power at the Paris institution is the art instruction and the teaching of trades. The first enables budding genius to develop and to climb, and with a good trade no graduate need ever feel doubt concerning his ability to get on in the world.

In Germany they do succeed in giving a fair amount of speech and considerable ability in lip-reading. Yet they turn out few scholars, and the poorly educated, as well as those of higher accomplishments, use signs. They talk with each other by speech and signs simultaneously, mouth and hand and arm working in unison. Their religious instruction is given by means of this combination of lip and hand signs. Their social recreations demand and get a full quota of signs. The exclusively oral idea that has always attached to Germany and her deaf is capable of very elastic interpretation. One peculiarity, however, is that they do not spell on the fingers — meaning, of course, the majority, for some of them do. Whether or not this affects their ability to spell words correctly, we failed to discover. We saw all grades of the German deaf, from the little children to those who are leaders in their class, and also mingled with the common run of workingmen. The success of the German deaf in earning an independent livelihood is due to two conditions — the long years of after-school apprenticeship which produces experts of exceptional skill, and the dearth of young men. Every young man of sound body must serve several years in the army. This takes from the commercial and industrial life of the cities most of the bright and capable men, and makes room for those who suffer from any physical affliction. The streets are swept by heardless boys, and letter collectors are often seen who can not be more than sixteen. Even on the farms women are seen doing the work of men.

Neither time nor opportunity permitted us to inquire into the results of education of the deaf of Holland. The system is very much the same as the German, and it is probable, making allowance for difference in environment, the results are on the same level.

Both British and European schools for the deaf attempt less and seem content with a lower standard of attainment than would be considered satisfactory in an institution such as ours. They work along single lines. They exact a machine-like response through constant repetition. They usually secure sullen submission, where we require and receive intelligent obedience. The very narrowness of a single method, which renders imperative the most stringent and repressive measures, must do much to nullify native talent and stifle worthy ambition. The New York Institution is far ahead of any of the institutions I have visited, both in the excellence and breadth of its curriculum and the invariable success of its graduates, who have been taught to know things and to do things, and been given an all around development that really and truly has fitted them for the battle of life.

I am deeply conscious of the honor conferred in selecting me to represent the Institution at the Bicentenary of the Abbe de l'Epee and the Congress of the World's Representative Deaf in Paris, as well as the presumed confidence in my ability to investigate educational work of institutions for the deaf and the resultant conditions in foreign lands. The trip has increased my knowledge, both general and specific, and has been an experience that I trust will enable me to render to the Institution a higher quality of service. I have had the conviction verified and strengthened that the deaf everywhere, by whatever method instructed, are prone to give expression to their feelings, thoughts and emotions through the language of signs, without affecting in any measure or degree their power or facility in written or spoken forms of intercommunication. The complexities of our modern civilization demand a deeper, wider and more liberal form of instruction than has been characteristic of foreign schools in the past, and some of them give evidence of awakening to the fact.

Howsomuch man may err, there is an eternal Power that ever and always leadeth on to truth.

"Our little systems have their day,
They have their day and cease to be;
They are but broken lights of Thee,
And Thou, O Lord, art more than they."

Respectfully yours,

EDWIN A. HODGSON.

APPENDIX.

SITUATION OF THE INSTITUTION.

The grounds occupied by the Institution are located upon Riverside Drive, at Washington Heights, between West One Hundred and Sixty-third and West One Hundred and Sixty-fifth streets. The carriage entrance to the grounds is at Fort Washington avenue, near One Hundred and Sixty-third street, about nine miles from the City Hall.

The Institution can be reached by all elevated railroads to One Hundred and Twenty-fifth street, thence by electric road on One Hundred and Twenty-fifth street to One Hundred and Sixty-second street on Amsterdam avenue, from which point the Institution is distant two blocks west; or by subway, Broadway trains, to One Hundred and Fifty-seventh street and Broadway, from which the Institution is six short blocks north.

TERMS OF ADMISSION.

A FREE SCHOOL FOR ALL DEAF CHILDREN OF THE STATE.

I. Pupils from other States are provided for by the Institution in all respects, clothing and traveling expenses excepted, at the rate of $350 to $400 per annum. Clothing will be furnished by the Institution, if desired, at an additional charge of fifty dollars. Payment is required semi-annually in advance. The school year for pupils shall be considered to commence on the second Wednesday in September and end on the third Tuesday in June.

II. The regular time of admission is at the close of vacation, which extends from the third Tuesday in June to the second Wednesday in September. Pupils will, however, be received at any time when accompanied by the proper certificate of appointment.

III. No deduction will be made from the annual charge in consequence of absence on any account whatever, except sickness, nor for the vacation.

IV. Satisfactory security will be required for the punctual payment of bills and the suitable clothing of the pupils. In the case of pupils supported by their parents or friends, a bond will be required, the form of which is annexed to this report.

V. Application regarding the admission or dismission of pupils, and correspondence with reference to their support, health, and education, must be addressed to the Principal. The post-office address of the Institution is Station M, New York.

VI. Should objection exist to the admission of any individuals the Board reserve to themselves, or their officers, a discretionary power to reject the application.

The above terms are to be understood as embracing the entire annual expenses to which each pupil is subjected. Stationery and necessary school books are furnished by the Institution. No extra charge is made in case of sickness, for medical attendance, medicine, or other necessary provisions.

It is suggested to the friends of deaf-mute children that the names of familiar objects may be taught them with comparative ease before their admission, and that the possession of such knowledge, in any degree, materially facilitates their subsequent advancement. To be able to write an easy hand, or, at least, to form letters with a pen, is likewise a qualification very desirable. In reference to this subject, it is recommended that the words which constitute lessons or copies, preparatory to admission, should be such as have been previously made intelligible to the learner.

In the case of each pupil entering the Institution, it is desirable to obtain written answers to the following questions. Particular attention to this subject is requested.

1. Name of the pupil in full.
2. Residence, town, county, State.
3. When was he born?
4. Where was he born?
5. Was he born deaf?
6. At what age was hearing lost?
7. By what disease or accident did he become deaf?
8. Is the above the physician's opinion?
9. Is the deafness total or partial?

10. Have any attempts been made to remove that deafness, and if so, by whom and with what result?

11. Have any attempts been made to communicate instruction? If so, what?

12. Is there any ability to articulate or read on the lips? How much?

13. Is he cleanly?

14. Has he had any acute disease or received any bodily injury?

15. Is he laboring under any bodily infirmity, defective vision, eruption, malformation of limbs, glandular swelling, rupture, epilepsy, chorea, or palsy?

16. Has he shown any signs of mental imbecility, idiocy, or insanity?

17. Has he ever used ardent spirits, opium, or tobacco?

18. Has he ever been vaccinated or had the smallpox?

19. Has he had the scarlet fever? Measles? Mumps? Whooping-cough?

20. Has he shown marked taste for any particular trade or business, or been accustomed to regular employment?

21. Are there any other cases of deafness in the family, among relatives or ancestors? If so, name them.

22. What is the name of the father?

23. Where was he born?

24. What is the name of the mother (before marriage)?

25. Where was she born?

26. What is the name and post-office address of the correspondent?

27. What is the occupation of the father?

28. Have either of the parents died?

29. Has a second connection been formed by marriage?

30. Were the parents related before marriage — *i. e.,* cousins?

31. What are the names and ages of their children?

32. What is the pecuniary condition of the parents? Indigent? Easy circumstances? Affluent?

33. Has he any special mark or peculiarity of appearance?

34. Color, color of eyes, stature, color of hair?

35. How long has the applicant lived in the State of New York?

36. How long in the county above named?

37. How long have the parents, guardian, or nearest relative, lived in the State of New York?

38. How long in the county above named?

39. By whom is this information given?

40. Please add such other information relating to the case as may be thought desirable.

By order of the Board of Directors.

ENOCH HENRY CURRIER,
Principal.

FORM OF BOND.

Know all men by these presents, that we.....of .....in the county of.....and State of ....., and.....of.....in the county of.....and State of.....are held and firmly bound unto.....the treasurer of the New York Institution for the Instruction of the Deaf and Dumb, and his successor in office, in the sum of.....dollars, for which payment, well and truly to be made, we bind ourselves, our heirs, executors, and administrators, jointly and severally, firmly by these presents.

Sealed with our seals. Dated at.....this.....day of .....A. D.....

Whereas.....of.....in the county of.....and State of.....has been or is about to be admitted as a pupil in the institution aforesaid;

Now, therefore, the condition of the obligation is such, that if the above named obligors shall well and truly pay, during the continuance of the said.....as such pupil, the sum of four hundred dollars per annum for..... board and tuition, semi-annually in advance, and shall also pay in advance the sum of fifty dollars a year for clothing, and shall also pay on demand all sums charged to the account of said.....for money or necessary articles furnished to said.....; and shall

also pay interest on each bill, from and after the time it shall become due, then this obligation to be void, otherwise to remain in full force and virtue.

Sealed and delivered in the presence of

.....[L. S.]
.....[L. S.]

PUBLIC MEETINGS.

While the Institution is opened to visitors during the daily sessions of the school, there are two occasions of more than ordinary interest when public exercises are held, viz.: At the annual election of officers and directors, on the THIRD TUESDAY OF MAY, and on Commencement Day, on the THIRD TUESDAY OF JUNE. The members of this Institution are earnestly requested to attend on these occasions, notices of which will be given in the newspapers.

FORM OF BEQUEST.

I give and bequeath to the "New York Institution for the Instruction of the Deaf and Dumb," incorporated by the Legislature of the State of New York in the year 1817, the sum of.....dollars.

This Institution holds in perpetual and grateful remembrance the names of its

MUNIFICENT BENEFACTORS.

Ephraim Holbrook.
William Dennistoun.
Elizabeth Demilt.
Madame Eliza Jumel.
Sarah Stake.
Sarah Demilt.
John Noble.
Thomas Egleston.
Samuel S. Howland.
Thomas Eddy.
Benj. F. Wheelwright.
Maria M. Hobby.
Simeon Abrahams.
John Alstyne.
Mary Rogers.
Julia A. Delaplaine.
Mrs. John F. Norbury.
George P. Clapp.
Robert Graham Dun.
Seth Grosvenor.
Simon V. Sickles.
Thos. C. Chardavoyne.
James Anderson.
Thos. Frizzell Thompson.
Thomas Riley.
James N. Cobb.
Elizabeth Gelston.
Robert C. Goodhue.
Daniel Marley.
Eliza Mott.
Samuel Willetts.
James Kelly.
Leonora S. Bolles.
Benj. F. Butler, Sr.
Charles W. Cooper.
Elizabeth Fogg.
Mrs. Anna L. Turner.
Elie Specht.

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FIFTH STATE CONFERENCE OF PROBATION OFFICERS, SYRACUSE, NOVEMBER 19–20, 1912.

NEW YORK STATE

SIXTH ANNUAL REPORT

OF THE

State Probation Commission

FOR THE YEAR ENDING SEPTEMBER 30, 1912

TRANSMITTED TO THE LEGISLATURE MARCH 31, 1913

ALBANY
J. B. LYON COMPANY, PRINTERS
1913

STATE OF NEW YORK

No. 52.

IN ASSEMBLY

March 31, 1913.

SIXTH ANNUAL REPORT

OF THE

STATE PROBATION COMMISSION

STATE OF NEW YORK,

OFFICE OF THE STATE PROBATION COMMISSION,

THE CAPITOL, ALBANY, *March* 31, 1913.

To the Hon. ALFRED E. SMITH, *Speaker:*

SIR.— By direction of the Commission I transmit to the Legislature, herewith, the Sixth Annual Report of the State Probation Commission for the year ending September 30, 1912, as required by section 30, chapter 56, Laws of 1909.

Very respectfully yours,

HOMER FOLKS,

President.

Members of the State Probation Commission.

NAME.	Address.	Appointed by	Date appointed.	Term expires.
Homer Folks, President	105 East 22d street, New York city.	The Governor.....	July 2, 1907	.....
		The Governor.....	Jan. 5, 1912	July 1, 1915
Frank E. Wade, Vice-President.	D. S. Morgan building, Buffalo.	The Governor.....	July 2, 1907	.....
		The Governor.....	July 29, 1908	.....
		Prison Commission	June 7, 1910	.....
		Prison Commission	Jan. 3, 1911	.....
		Prison Commission	Jan. 2, 1912	.....
		Prison Commission	Jan. 7, 1913	Jan. 6, 1914
Edward C. Blum.....	424 Fulton street, Brooklyn.	The Governor.....	Oct. 4, 1910	.....
		The Governor.....	Dec. 27, 1912	July 1, 1916
Edmond J. Butler.....	92 William street, New York city.	The Governor.....	Sept. 16, 1910	July 1, 1914
Alphonso T. Clearwater	Ulster County Savings Bank building, Kingston.	The Governor.....	April 21, 1909	.....
		The Governor.....	Sept. 16, 1910	July 1, 1913
Andrew S. Draper.....	The Capitol, Albany.	Ex-Officio.....	June 6, 1907	.....
Nicholas M. Peters....	306 Farmer Street, Syracuse	Board of Charities.	April 9, 1913	April 9, 1914

Former Members.

NAME.	Address.	Appointed by	Date appointed.	Term expired.
Roger P. Clark.....	Binghamton.....	Prison Commission	July 2, 1907	Jan. 1, 1909
Felix M. Warburg.....	New York city....	The Governor.....	July 2, 1907	April 20, 1909
Dennis McCarthy.....	Syracuse.....	Board of Charities.	July 12, 1907	Oct. 31, 1909
Francis C. Huntington.	New York city....	Prison Commission	Jan. 5, 1909	June 7, 1910
Charles F. McKenna..	New York city....	The Governor.....	July 2, 1907	Sept. 17, 1910
Horace McGuire.....	Rochester.....	Board of Charities.	Nov. 17, 1909	April 9, 1913

Office Staff.

Arthur W. Towne, Secretary.

John D. Lynn, Assistant Secretary.

Clement A. Munger, Hearing Stenographer.

Lina J. Kline, Stenographer.

Office.

Room 142, the Capitol, Albany.

STANDING COMMITTEES.

Committee on Publication.— The President, Commissioners Clearwater, Draper and Blum.

Committee on Finance.— Commissioners Blum, Butler, Draper and the President.

Committee on Investigation.— Commissioners Wade, Blum, Butler and the President.

Committee on Extension.— Commissioners Butler, Peters, Wade and the President.

Committee on Legislation.— Commissioners Peters, Clearwater, Wade and the President.

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REPORT.

To the Honorable the Legislature of the State of New York:

The State Probation Commission respectfully submits the following report for the year ending September 30, 1912:

CHANGE IN THE STATISTICAL YEAR.

The statistics of the use of probation in the State are in this report given for the year ending on September 30th instead of as formerly for the calendar year ending on December 31st. To facilitate comparisons, however, the more important statistics previously published for the different years ending on each respective December 31st have been recompiled and are here given for the different years ending on each successive September 30th. This enables us to review the growth of the system from October 1, 1907, to September 30, 1912, inclusive, which embraces the first five years for which the Commission has gathered statistics.

In referring to the work of the Commission and to certain other facts, it has seemed desirable to make the report cover the calendar year ending December 31, 1912.

PART I. WORK OF THE COMMISSION.

Duties of the Commission.

The duties of the State Probation Commission, as prescribed by section 30 of chapter 54 of the Consolidated Laws, are as follows:

> To exercise general supervision over the work of probation officers, and to keep informed as to their work;
>
> To collect and publish statistical and other information as to the operations of the probation system;
>
> To inquire into the conduct and efficiency of probation officers, and when advisable to conduct a formal investigation of the work of any probation officer;
>
> To secure the effective application of the probation system, and the enforcement of the probation law in all parts of the State;
>
> To inform magistrates and probation officers of legislation directly affecting probation, and to publish a list of probation officers;
>
> To make an annual report to the Legislature.

Summary of Work.

There has been no change in the personnel of the Commission since our last report.

During the year the Commission held the regular number of meetings and performed the other duties required by law.

It collected the usual statistical and other reports from probation officers; made numerous inquiries and inspections, and studied certain special problems.

It registered all newly appointed probation officers; furnished probation officers with instructions, copies of the probation laws, and literature; supplied them with forms and books for their records, reports and accounts; assisted in certain places in installing record and account systems, and in reorganizing and extending the probation service; and on various occasions advised probation officers and aided them in other ways.

It prepared, upon request of the judge of the Buffalo Children's Court, a set of rules to govern the probation work in that court. It made an investigation of the probation service and the needs in the Children's Court of New York county upon the request of the officials of that court; made recommendations thereon, and assisted its probation officers. It made a study of the probation work in the Domestic Relations Courts of New York city. It inquired into and reported on the probation service in the Court of Special Sessions and the Children's Court of Syracuse. It made recommendations to the judges of the Buffalo City Court concerning the need of a salaried woman probation officer; and to the officials of the Rochester Police Court urging the enlargement of the staff of probation officers in that court.

It made recommendations to magistrates throughout the State as to the manner of having preliminary investigations of defendants reported to the courts; advising that probation officers be relieved from unnecessary attendance at court, and suggesting that probation officers who collect moneys pursuant to court orders be placed under bonds.

It co-operated with magistrates in different parts of the State in presenting the needs of the probation service to the local fiscal authorities, and otherwise aided in securing appropriations.

It conducted a two-days' State Conference of Probation

Officers in Syracuse and a series of nine conferences on probation in New York city. It also assisted in arranging for, and conducting, the State Conference of Magistrates.

It assisted in conducting three civil service examinations for probation officers, taking entire charge of one of the examinations. It also participated, through one of its members appearing as *amicus curiae* before the Court of Appeals, in the case which determined the position of probation officer in the lower courts of New York city to be in the competitive class of the civil service.

It made an investigation, upon request of the judge of the Buffalo Children's Court, of the local municipal juvenile detention home, and submitted recommendations concerning its equipment and administration, and also a set of rules and regulations for its government. After investigating the need of more suitable detention quarters for children in Utica as well as of better accommodations for the Children's Court and the probation officers, it laid the needs before the mayor and other local authorities, and an appropriation has been made for the establishment of a detention home. It made special inquiries concerning the work of the municipal juvenile detention home in Syracuse.

It distributed literature, answered inquiries, and supplied other information and advice about probation to a large number of officials, organizations and other persons.

The office issued over 14,600 pieces of mail during the year, of which over 4,000 were personal letters.

Legislation Enacted in 1912.

At the request of Magistrate Edward J. Dooley of the Brooklyn Domestic Relations Court, an amendment to section 686 of the Greater New York charter was introduced into the Legislature of 1912 authorizing courts to place disorderly persons upon probation, upon their consent, and without conviction. The bill, which was approved by the Commission, became chapter 419 of the Laws of 1912.

Another bill, which would have deprived probation officers from collecting payments from disorderly persons for the support of their families, was opposed by the State Probation Commission and failed of passage.

Appropriations to the Commission by the Legislature of 1912.

In the Appropriation Bill.

For the salary of the secretary, three thousand dollars ($3,000);

Employees according to grade:

Seventh grade, two employees, one thousand five hundred dollars each ($3,000);

Fourth grade, one employee, seven hundred and twenty dollars ($720);

For temporary help, fifty dollars ($50), or so much thereof as may be necessary.

For traveling expenses of the commissioners, secretary and other employees, while engaged in the discharge of their official duties, one thousand five hundred dollars ($1,500), or so much thereof as may be necessary.

For furniture, books, blanks, stationery, printing, messages, postage and transportation of letters, official documents and other matter sent by express or freight, including boxes or covering for the same, and other necessary and incidental office expenses, three thousand dollars ($3,000), or so much thereof as may be necessary.

For conferences, two hundred dollars ($200), or so much thereof as may be necessary.

Total, $11,470.

In the Supply Bill.

For deficiency for extra help, one hundred fifty dollars ($150).

Total, $150.

Appropriations Requested from the Legislature of 1913.

In the Appropriation Bill.

For the salary of the secretary, three thousand five hundred dollars ($3,500);

Employees according to grade:

Eighth grade, one employee, one thousand eight hundred dollars ($1,800);

Seventh grade, two employees, one thousand five hundred dollars each ($3,000);

Fifth grade, one employee, nine hundred dollars ($900);

For temporary help, two hundred dollars ($200), or so much thereof as may be necessary;

For traveling expenses of the commissioners, secretary and other employees, while engaged in the discharge of their official duties, two thousand dollars ($2,000), or so much thereof as may be necessary.

For furniture, books, blanks, stationery, printing, messages, postage and transportation of letters, official documents and other matter sent by express or freight, including boxes or covering for the same, and other necessary and incidental office expenses, three thousand dollars ($3,000), or so much thereof as may be necesary.

For conferences, two hundred dollars ($200), or so much thereof as may be necessary.

In the Supply Bill.

For deficiency in the appropriation for extra help for the fiscal year ending September thirtieth, nineteen hundred and twelve, one hundred fifty dollars ($150), or so much thereof as may be necessary.

For traveling expenses of the commissioners, secretary and other employees, while engaged in the discharge of their official duties, five hundred dollars ($500), or so much thereof as may be necessary.

For rent, heating, lighting and equipment until September thirtieth, nineteen hundred and fourteen, one thousand dollars ($1,000), or so much thereof as may be necessary.

PART II. EXTENT AND RESULTS OF USE OF PROBATION.

Statistical Summary.

Number placed on probation during the year ending September 30, 1912	14,687
Number on probation part or all of year, including those continued from previous year	20,078
Number passed from probation during year	11,793
Number remaining on probation on September 30	8,285
Increase in number placed on probation	48 per cent.
Percentage of those passing from probation estimated as improved	79 per cent.
Number of cities using probation	38
Number of counties in which the Supreme or County Court, or both, used probation	39

Number of counties in which town and village courts used probation	22
Number of probation officers holding office on December 31, 1912	568
Number of publicly salaried probation officers holding office on December 31, 1912	139
Number of positions of salaried probation officers on January 1, 1913	159
Number of probation officers having cases in 1912	490
Number of defendants investigated by probation officers before sentence	19,311
Amount collected by probation officers in family-support, instalment fines and restitution	$112,330 92

Divided according to boys, girls, men and women, the more important statistical facts for the year are as follows:

GENERAL STATISTICS OF PROBATION CASES IN THE STATE DURING THE YEAR ENDING SEPTEMBER 30, 1912.*

	Boys.	Girls.	Men.	Women.	Total.
Number continued on probation from September 30, 1911	999	233	3,706	453	5,391
Number placed on probation during year ending September 30, 1912	3,949	698	8,285	1,755	14,687
Total number on probation during year ending September 30, 1912	4,948	931	11,991	2,208	20,078
Number passed from probation during year ending September 30, 1912	3,027	648	6,661	1,457	11,793
Number remaining on probation on September 30, 1912	1,921	283	5,330	751	8,285

Increased Number on Probation.

The growing confidence in probation as an effective means, in suitable instances, of disciplining and reforming delinquents and criminals without commitment to institutions, is shown by the marked increase in the number of persons placed on probation in the State during the year ending September 30, 1912. The number so released by courts, according to the reports of probation officers to the Commission, was 14,687.* As compared with the 9,900 so dealt with during the previous year, this represents an increase of 48 per cent.†

The number remaining on probation at the end of the statistical year, 8,285, represents an increase of 53 per cent. over the corresponding number for the preceding year.

* These statistics include, as in the last report, some so-called "informal cases;" that is, cases where probation is used without conviction.

† The numbers placed on probation during the first nine months of 1912, and during the corresponding nine months of 1911, were 11,753 and 7,634, respectively — an increase during the past nine months of 53 per cent.

In the following tabulation is shown the extent to which the system was used by the various courts:

NUMBER OF PERSONS PLACED ON PROBATION DURING THE YEAR ENDING SEPTEMBER 30, 1912, ARRANGED BY PLACES.

PLACES.	Courts.	Boys.	Girls.	Men.	Women.	Total.
Cities.						
Albany	Police	61	7	13	29	110
Albany	Special Sessions	.....	.....	3	.....	3
Amsterdam	Recorder's	29	1	48	3	81
Auburn	Recorder's	4	.....	37	1	42
Binghamton	City	6	1	13	.....	20
Buffalo	Children's	363	21	4	7	395
Buffalo	City	.....	.....	1,315	157	1,472
Cohoes	Recorder's	24	1	.....	1	26
Corning	City	1	.....	1	.....	2
Cortland	City	.....	.....	18	.....	18
Dunkirk	Municipal	5	.....	9	.....	14
Elmira	Recorder's	1	.....	6	.....	7
Gloversville	Recorder's	8	1	20	.....	29
Hudson	City	17	.....	.....	.....	17
Ithaca	City	3	.....	6	1	10
Jamestown	Police	2	.....	1	1	4
Johnstown	Recorder's	18	.....	.....	.....	18
Kingston	Recorder's	30	.....	5	1	36
Lackawanna	City	12	.....	42	8	62
Middletown	Recorder's	1	.....	4	.....	5
Mount Vernon	City	45	8	39	4	96
Newburgh	Recorder's	7	.....	4	2	13
New Rochelle	Special Sessions	3	1	.....	.....	4
New York City	Board of Magistrates, 1st Division	.....	.....	1,607	781	2,388
New York City	Board of Magistrates, 2d Division	.....	.....	2,539	484	3,023
New York City	Special Sessions, Manhattan and the Bronx	.....	.....	456	60	516
New York City	Special Sessions, Brooklyn, Queens and Richmond	.....	.....	270	26	296
New York City	Children's, New York County	1,520	390	.....	.....	1,910
New York City	Children's Kings County	846	146	.....	.....	992
New York City	Children's, Queens County	148	21	.....	.....	169
New York City	Children's, Richmond County	90	12	.....	.....	102
Niagara Falls	Police	6	2	11	1	20
Oneonta	City	1	.....	1	.....	2
Oswego	Recorder's	1	.....	6	.....	7
Plattsburg	City	6	1	9	4	20
Port Jervis	Justice of the Peace	1	.....	.....	.....	1
Poughkeepsie	City	6	4	19	1	30
Rochester	Police	*	*	203	48	251
Rome	City	7	.....	30	3	40
Schenectady	Police	87	5	8	.....	100
Syracuse	Special Sessions	59	24	114	27	224
Tonawanda	City	.....	.....	1	1	2
Troy	Police	77	2	6	.....	85
Utica	City	80	15	93	15	203
Watertown	City	5	3	15	2	25
Watervliet	Recorder's	3	.....	.....	.....	3
Yonkers	Special Sessions	160	11	62	.....	233
Totals for cities.	.....	3,743	677	7,038	1,668	13,126
Towns and Villages.						
In Albany County	Justice of Peace and Police	9	.....	1	.....	10
" Cayuga "	Justice of Peace and Police	1	.....	.....	.....	1
" Chemung "	Justice of Peace and Police	1	.....	.....	1	2
" Clinton "	Justice of Peace and Police	3	1	2	.....	6
" Cortland "	Justice of Peace and Police	.....	1	1	.....	2
" Erie "	Justice of Peace and Police	1	.....	2	.....	3
" Fulton "	Justice of Peace and Police	2	.....	1	.....	3

* See statistics for Monroe County Court, Children's Part.

NUMBER OF PERSONS PLACED ON PROBATION DURING THE YEAR ENDING SEPTEMBER 30, 1912, ARRANGED BY PLACES — (*Concluded*).

PLACES.	Courts.	Boys.	Girls.	Men.	Women.	Total.
In Genesee County	Justice of Peace and Police	.....	.....	5	.....	5
" Montgomery "	Justice of Peace and Police	.....	.....	2	.....	2
" Niagara "	Justice of Peace and Police	1	.....	2	.....	3
" Oneida "	Justice of Peace and Police	5	1	46	7	59
" Orange "	Justice of Peace and Police	3	.....	.....	1	4
" Rensselaer "	Justice of Peace and Police	.....	.....	1	.....	1
" Saratoga "	Justice of Peace and Police	10	.....	7	.....	17
" Schenectady "	Justice of Peace and Police	11	.....	1	.....	12
" Suffolk "	Justice of Peace and Police	.....	.....	.....	1	1
" Tioga "	Justice of Peace and Police	.....	1	.....	.....	1
" Yates "	Justice of Peace and Police	.....	.....	1	.....	1
Batavia	Police	3	1	.....	.....	4
Haverstraw	Police	8	2	6	6	22
Malone	Police	2	.....	.....	.....	2
Norwich	Police	2	.....	29	2	33
Saratoga Springs	Police	20	.....	51	2	73
Solvay	Police	1	.....	1	.....	2
Totals for towns and villages	.....	83	7	159	20	269
Counties.						
Albany	Supreme and County	.....	.....	26	1	27
Broome	Supreme	.....	.....	6	.....	6
Cattaraugus	County	.....	.....	6	.....	6
Cayuga	Supreme and County	.....	.....	3	.....	3
Chautauqua	Supreme and County	.....	.....	4	.....	4
Chemung	County	.....	.....	6	1	7
Chenango	Supreme	.....	.....	1	.....	1
Clinton	Supreme and County	.....	.....	2	.....	2
Cortland	County	.....	.....	2	.....	2
Delaware	County	.....	.....	1	.....	1
Erie	Supreme and County	.....	.....	247	8	255
Essex	Supreme	1	.....	.....	.....	1
Franklin	Supreme and County	.....	.....	5	.....	5
Fulton	Supreme and County	.....	.....	4	.....	4
Genesee	County	.....	.....	2	1	3
Jefferson	County	.....	.....	13	.....	13
Kings	County	.....	.....	.....	1	1
Lewis	County	.....	.....	.....	1	1
Madison	County	.....	.....	2	.....	2
Monroe	Supreme and County, including Children's Part of County Court	122	14	27	1	164
Montgomery	County	.....	.....	6	.....	6
New York	Supreme and General Sessions	.....	.....	546	42	588
Oneida	Supreme and County	.....	.....	37	5	42
Onondaga	Supreme and County	.....	.....	22	1	23
Oswego	Supreme and County	.....	.....	29	.....	29
Queens	Supreme and County	.....	.....	22	.....	22
Rensselaer	Supreme and County	.....	.....	8	.....	8
Richmond	Supreme and County	.....	.....	4	.....	4
Rockland	Supreme	.....	.....	2	.....	2
St. Lawrence	County	.....	.....	8	.....	8
Saratoga	Supreme and County	.....	.....	6	.....	6
Steuben	Supreme	.....	.....	2	.....	2
Suffolk	County	.....	.....	3	.....	3
Tompkins	Supreme	.....	.....	2	.....	2
Warren	Supreme and County	.....	.....	8	.....	8
Washington	Supreme	.....	.....	2	.....	2
Wayne	County	.....	.....	3	.....	3
Westchester	County	.....	.....	18	3	21
Wyoming	Supreme and County	.....	.....	5	.....	5
Totals for Supreme and Co. Courts	.....	123	14	1,088	67	1,292
Grand totals	.....	3,949	698	8,285	1,755	14,687

While the increase in the use of probation during the year was general throughout the State, it was the largest, both numerically and proportionally, in the lower courts of New York city.

For an account of the growth in the use of the system during the past five years, see Part IV on page 36.

Sex and Age Groups.

The relative proportions of boys, girls, men and women among those assigned to probationary care during the year are represented in graphic form by the diagram below.

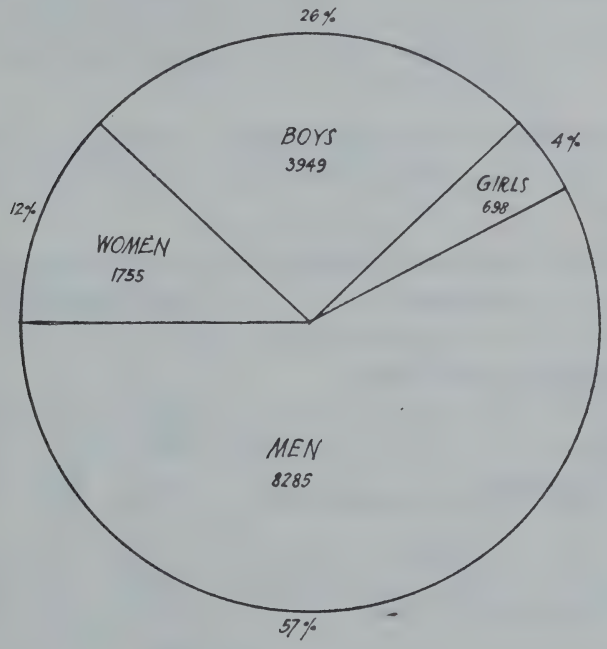


CHART I.

Proportion of Boys, Girls, Men and Women Among Those Placed on Probation.

Charges for Which Probation Was Used.

While the charge against a defendant is not, as a rule, in itself a sufficient criterion of his fitness for probationary treatment, one of the questions most frequently asked about probation is, "For what offenses is probation used?" The inquiry may be answered by referring to the tables and charts below.

CLASSIFICATION OF CHARGES IN THE CASES OF 4,647 CHILDREN PLACED ON PROBATION DURING THE YEAR ENDING SEPTEMBER 30, 1912.*

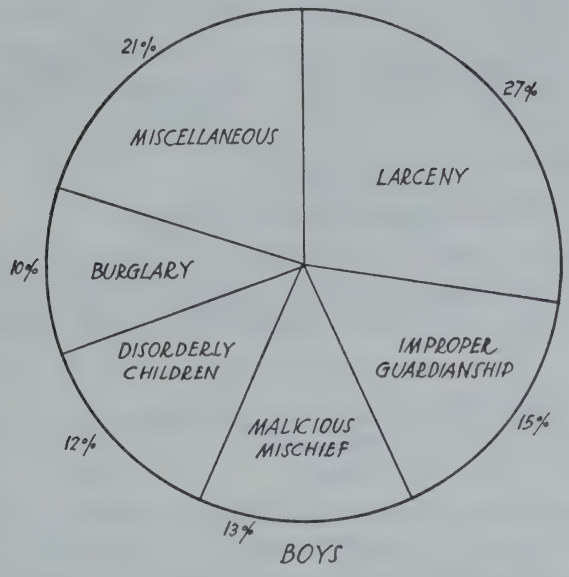
CHARGES.*	Number boys.	Number girls.	Per cent. boys.	Per cent. girls.
Assault	145	8	3.6	1.1
Burglary or robbery	417	11	10.5	1.5
Disorderly or ungovernable child	495	138	12.5	19.7
Improper guardianship	609	338	15.4	48.4
Larceny and similar offenses	1,044	34	26.4	4.8
Malicious mischief	531	6	13.4	0.8
Truancy	288	43	7.2	6.1
Violations of local ordinances	16	.....	0.4	.....
Other and unstated charges	404	120	10.2	17.1
Total	3,949	698	.....	.....

CLASSIFICATION OF CHARGES AGAINST 10,040 ADULTS PLACED ON PROBATION DURING THE YEAR ENDING SEPTEMBER 30, 1912.

CHARGES.	Number men.	Number women.	Per cent. men.	Per cent. women.
Misdemeanors and lesser offenses.				
Assault, 3d degree	389	19	4.6	1.0
Disorderly conduct	2,452	343	29.5	19.5
Non-support	1,953	.....	23.5	.....
Petit larceny	1,127	138	13.6	7.8
Public intoxication	760	374	9.1	21.3
Prostitution	.....	695	.....	39.6
Violation of local ordinances	201	29	2.4	1.6
Other and unstated misdemeanors and lesser offenses	589	118	7.1	6.3
Felonies.				
Assault	73	2	0.8	0.1
Burglary	190	.....	2.2	.....
Forgery	37	2	0.4	0.1
Grand larceny	251	21	3.0	1.1
Other and unstated felonies	263	14	3.1	0.9
Total	8,285	1,755	.....	.....

* Children are no longer convicted of specific offenses such as assault and burglary, but are adjudged (if the complaints of such a nature are sustained) to be either juvenile delinquents or in need of the care and protection of the State. For statistical purposes, however, it seems desirable to indicate the more common grounds on which the delinquency or the need of care and protection by the State is predicated.

Put into diagrams, the relative frequency of the more common charges appears as follows:



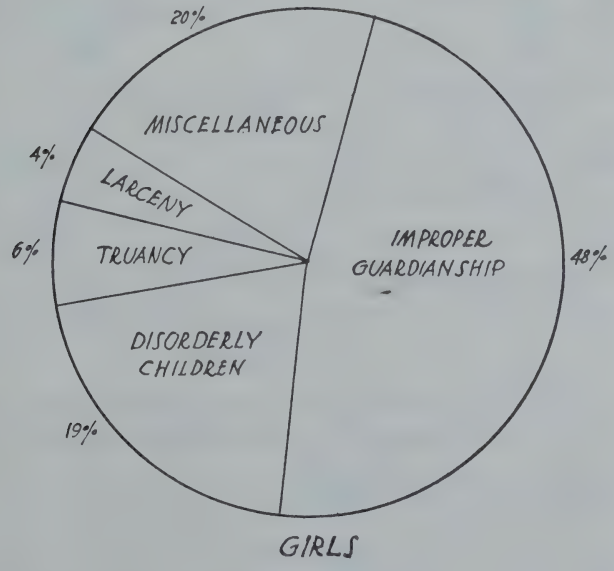
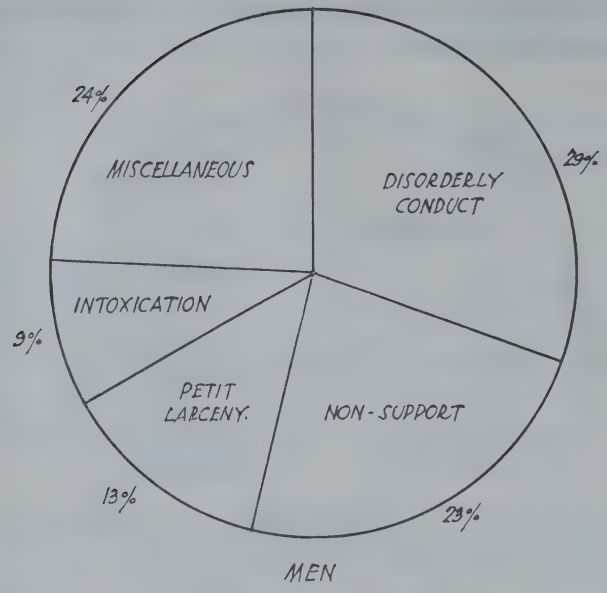


CHART II-A.
Charges in Cases of Children.



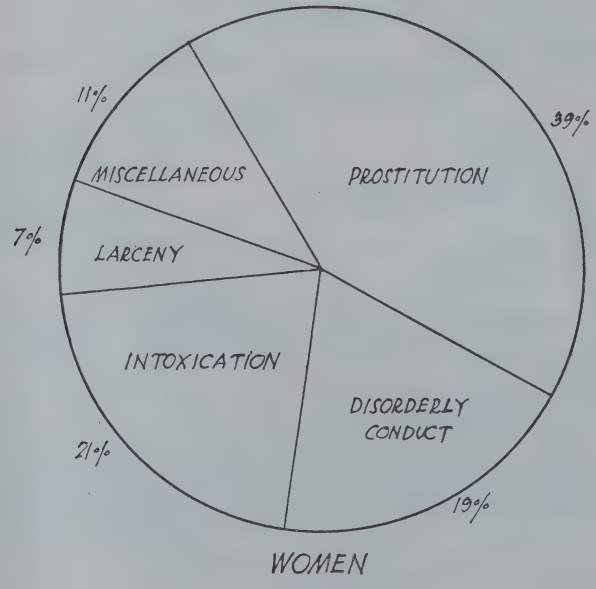


CHART II-B.
Charges Against Adults.

Most striking among the facts disclosed through a comparison with previous years are these: There was a large increase in the number and proportion of improper guardianship cases among boys and girls, and a relative diminution in the proportion of truancy cases; there was among men an advance in the disorderly conduct charges and a decrease in the petit larceny cases; and among women a reduction in those of petit larceny and a large growth in the prostitution cases.

Results of Probationary Treatment.

During the year, 11,793 persons were reported as having passed from probationary oversight. From the returns sent in by probation officers we are able to publish the following table of results as estimated by them in these finished cases:

PERSONS PASSED FROM PROBATION, AND THE ESTIMATED RESULTS.

RESULTS.	Boys.	Girls.	Men.	Women.	Total.
Discharged with improvement	2,263	512	5,066	1,061	8,902
Discharged without improvement	66	10	342	76	494
Committed	476	90	712	192	1,470
Removed with permission to other localities without being transferred	30	5	76	10	121
Absconded or lost from oversight	15	3	287	84	389
Other and unstated results	177	28	178	34	417
Total	3,027	648	6,661	1,457	11,793

Omitting those cases in which the probationers removed to other localities and those in which the results were unstated, the probation officers gave estimates in 11,255 cases as to whether in their judgment the probationary treatment had succeeded or failed. The outcome of the treatment in these cases, as declared by the probation officers, is represented by the following percentages:

ESTIMATED RESULTS BY PERCENTAGES IN 11,255 CASES.

RESULTS.	Per cent. boys.	Per cent. girls.	Per cent. men.	Per cent. women.	Per cent. children and adults.
Discharged with improvement	80	83	79	75	79
Discharged without improvement	2	1	5	5	4
Committed	16	14	11	13	13
Absconded or lost from oversight	0.5	0.4	4	5	3

In the form of a diagram, the above percentages are pictured thus:

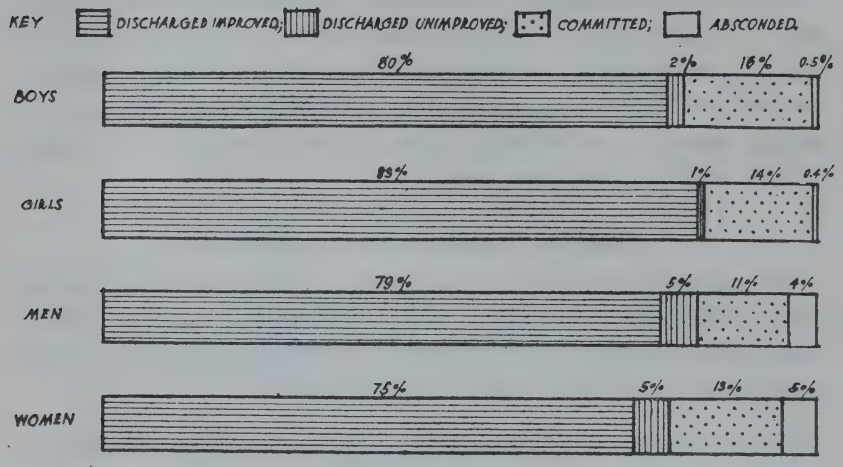


CHART III.

Estimated Results of Probation by Percentages.

While the judgment of the probation officers as to the results of their probationary treatment cannot always be depended upon and probably tends, on the whole, to be over-favorable, their estimates are the best data we have for judging the workings of the system in the entire State. It is probably significant that the results reported by several hundred officers from year to year agree in the main so closely with the results announced for the previous years.

Courts Using Probation.

Referring back to the table on pages 15 and 16, we find that the probation system was used during the year ending September 30, 1912, in the courts of 38 cities; in the Supreme and County Courts of 39 counties, and in town and village courts in 22 counties. Including all of these types of courts, the system was in operation in 47 counties.

The cities which placed persons on probation for the first time, according to the records of the Commission, were Tonawanda and Port Jervis; the counties reported as using it for the first time in their higher courts were Cattaraugus, Madison and Washing-

ton, and the counties declared to have used it for the first time in town and village courts were Cayuga, Cortland, Onondaga, Orange and Tioga.

The relative extent of the use of probation in the lower courts of New York city, in the courts of other cities, in those of towns and villages, and in the higher courts, is indicated by the following chart.

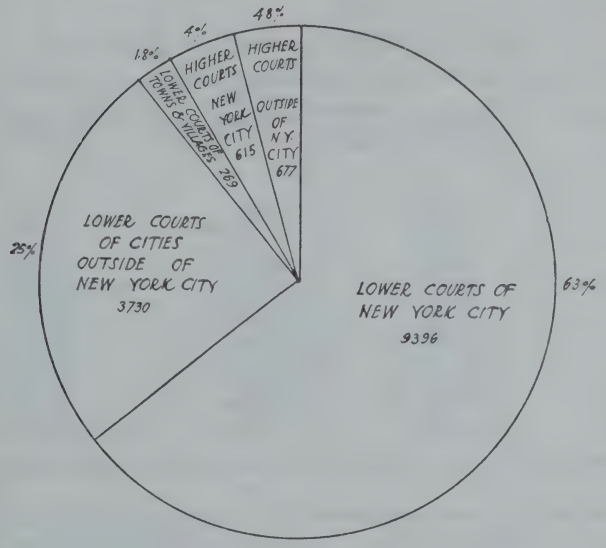


CHART IV.

Distribution of New Probation Cases by Groups of Courts.

Use According to Counties.

Distributed by counties, the number reported as placed on probation in each county are shown in the map opposite page 24.

System Unused in Many Localities.

We desire to call attention to the uneven employment of probation in different parts of the State, and to the apparent failure to use the system at all in some localities.

According to the statistics sent the Commission,* it appears (as shown by the map opposite page 24) that in 13 counties,

* In spite of the efforts of the Commission, it is possible that the statistics of the numbers placed on probation may be incomplete.

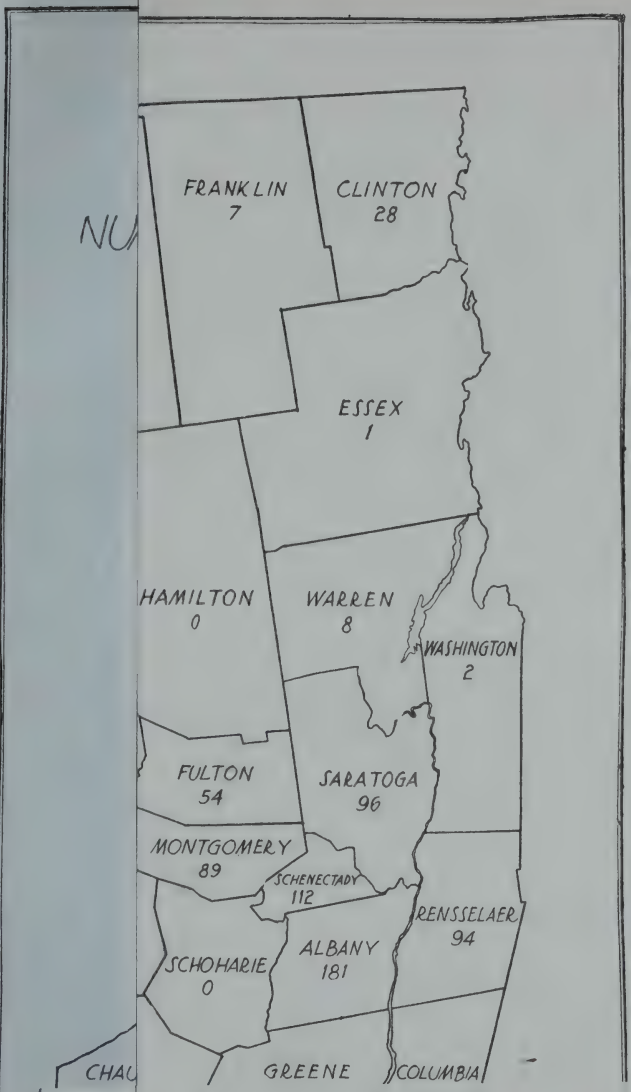
having a total population in 1910 of 449,912, not a single person during the past year was placed on probation. Furthermore, it appears from the statistics for cities that in 11 cities, having an aggregate population of 143,738, not a single person was placed on probation during the year. The tables below enumerate these counties and cities, and also show the numbers placed on probation in certain other counties and cities of corresponding size and conditions.

USE OF PROBATION IN CERTAIN LOCALITIES.

COUNTIES.	Population in 1910.	Numbers placed on probation.	COUNTIES.	Population in 1910.	Numbers placed on probation.
Hamilton	4,373	0	Yates	18,642	1
Schuyler	14,004	0	Lewis	24,849	1
Putnam	14,665	0	Cortland	29,249	22
Schoharie	23,855	0	Wyoming	31,880	5
Seneca	26,972	0	Warren	32,223	8
Greene	30,214	0	Essex	33,458	1
Orleans	32,000	0	Tompkins	33,647	12
Sullivan	33,808	0	Chenango	35,575	34
Livingston	38,037	0	Genesee	37,615	12
Allegany	41,412	0	Columbia	43,658	17
Ontario	52,286	0	Rockland	46,873	24
Herkimer	56,356	0	Clinton	48,230	28
Nassau	83,930	0	Saratoga	61,917	96
Total	449,912	0	Total	477,816	261

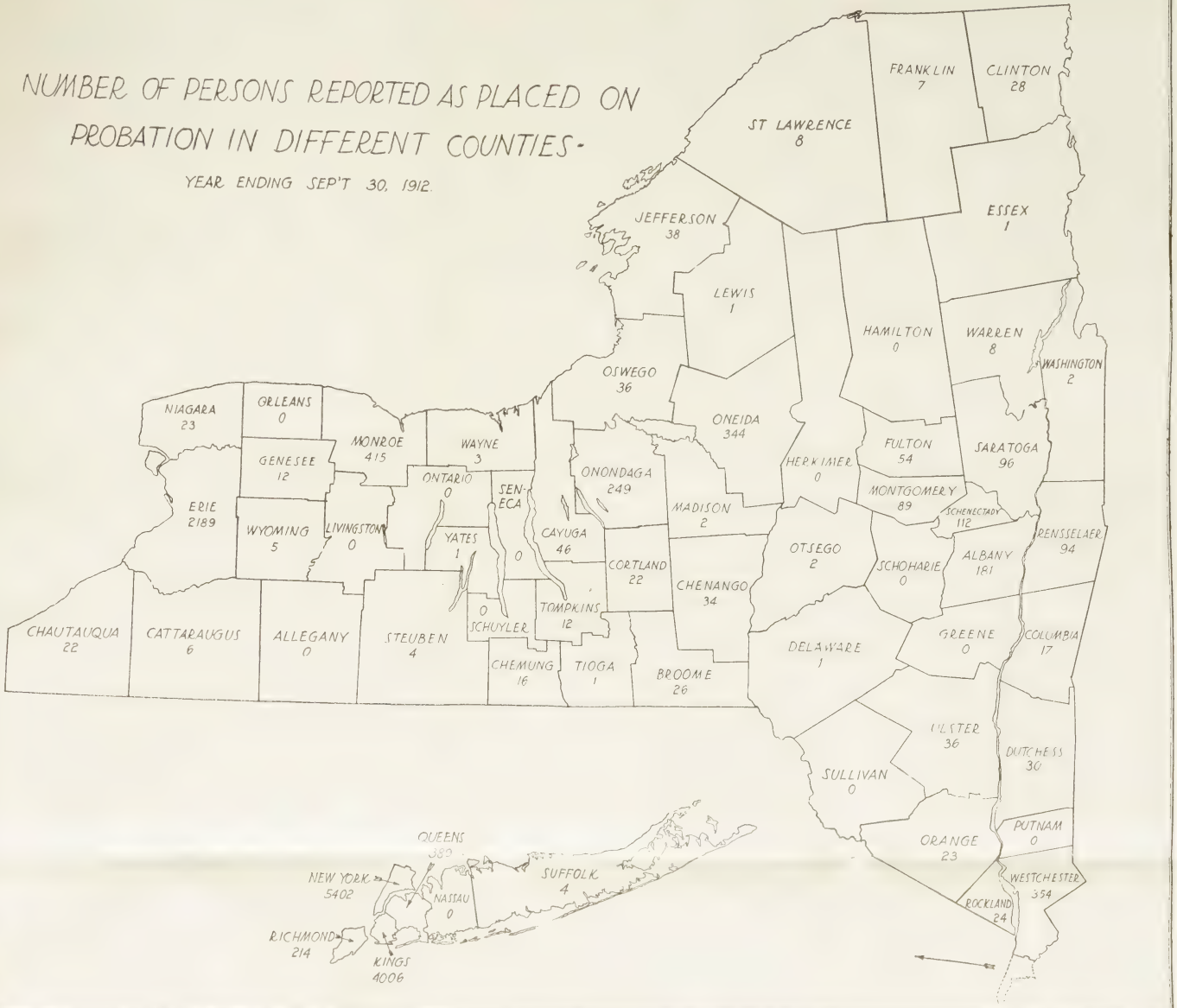
CITIES NOT USING PROBATION.			CERTAIN CITIES AND VILLAGES USING PROBATION.		
CITIES.	Population in 1910.	Number placed on probation.	CITIES AND VILLAGES.	Population in 1910.	Number placed on probation.
Oneida	8,317	0	Haverstraw	5,669	22
Fulton	10,480	0	Norwich	7,422	33
Rensselaer	10,711	0	Johnstown	10,447	18
North Tonawanda	11,955	0	Plattsburg	11,138	20
Little Falls	12,273	0	Hudson	11,417	17
Geneva	12,446	0	Cortland	11,504	18
Hornell	13,617	0	Saratoga Springs	12,693	73
Olean	14,743	0	Lackawanna	14,549	62
Glens Falls	15,243	0	Ithaca	14,803	10
Ogdensburg	15,933	0	Dunkirk	17,221	14
Lockport	17,970	0	Rome	20,497	40
			Gloversville	20,642	29
Total	143,738	0	Total	138,000	356

Since probation has proven so adaptable to local conditions, it seems very desirable, for both moral and economic reasons, to have it used, in suitable cases, in all parts of the State.


FRANKLIN
7
CLINTON
28
ESSEX
1
HAMILTON
0
WARREN
8
WASHINGTON
2
FULTON
54
SARATOGA
96
MONTGOMERY
89
SCHENECTADY
112
RENSSELAER
94
SCHOHARIE
0
ALBANY
181
GREENE
COLUMBIA

NUMBER OF PERSONS REPORTED AS PLACED ON PROBATION IN DIFFERENT COUNTIES-

YEAR ENDING SEP'T 30, 1912.



New Appropriations.

Appropriations made during 1911 to become available on January 1, 1912, provided for the employment of probation officers in the Buffalo Children's Court and the Lackawanna City Court, and for county probation officers in Cortland, Jefferson, Lewis and Madison counties. During 1912, appropriations were made and the officers were appointed for Rockland and Putnam counties, and in the City Court of Poughkeepsie.

During 1912 appropriations were also made for twenty additional probation officers in the Children's Courts of New York city, and for a county probation officer in Cayuga county, the appropriations becoming available on January 1, 1913.

Increases were voted during 1912 in the salaries paid in Erie, Jefferson and Monroe counties, and in Buffalo and Mount Vernon.

Number of Probation Officers.

The number of publicly paid probation officers in the State increased from 109 on December 31, 1911, to 139 on December 31, 1912. Including new positions whose incumbents began work on January 1, 1913, the number of publicly salaried positions on that date was 159. The corresponding number on January 1, 1912, was 118. This increase was due chiefly to the enlargement of the corps of probation officers in the Children's Courts of New York city.

The number of volunteers and of detailed and privately paid officers holding office on December 31, 1912, was 429.

A table showing the distribution of the probation officers is given in Appendix B.

Preliminary Investigations.

When so directed by a court or magistrate, probation officers are expected to investigate the surroundings, history, reputation and characteristics of defendants awaiting sentence. These investigations are of great service to the courts in determining whether the defendants will make fit subjects for probationary treatment. It is found that in a large proportion of the cases of probationers who have absconded or otherwise failed to satisfy the probationary requirements, such preliminary investigations have been neglected.

The number of cases so investigated during the past year was 19,311, an increase of 22 per cent.

Payments by Probationers.

The amount paid during the statistical year by probationers through their probation officers for family-support, restitution and instalment fines, was $112,330.92. The increases in the amounts thus received by probation officers for each of these purposes during the last three years are set forth in the following comparative figures:

MONEY COLLECTED BY PROBATION OFFICERS.

YEAR.	Non-Support.	Fines.	Restitution.	Total.
Oct. 1, 1909-Sept. 30, 1910	$32,622 28	$1,945 81	$5,009 03	$39,577 12
Oct. 1, 1910-Sept. 30, 1911	68,246 27	3,039 60	9,970 47	81,256 34
Oct. 1, 1911-Sept. 30, 1912	96,839 63	5,879 27	9,612 02	112,330 92

These sums do not take account of the moneys paid by probationers, pursuant to court orders, through other channels than probation officers. For example, many of the men placed on probation to provide for their families made weekly payments directly to their wives. These home payments in Buffalo and Erie county alone were estimated for the first nine months of 1912 at over $55,000. In New York city, over $75,000 was paid by probationers for the same purpose through the city department of charities. Including all the avenues of payments, the aggregate amount paid by probationers in compliance with court orders was probably in the neighborhood of $300,000.

Family Support.

As seen from the above table the largest increase was in the collections for family support. This group of cases embraced disorderly persons guilty of not providing for their wives and children; husbands convicted of feloniously abandoning their children; grown-up sons and daughters who fail to care for their aged relatives, and also a few cases where fathers were required by the court to pay board for their children in institutions.

The mere collection of money in these domestic relations cases is far outweighed in importance by the friendly constructive work of the probation officers in improving home conditions; in keeping the husbands sober and at work; in teaching the wives, when necessary, to do their part better; in inculcating a higher sense of family responsibility and more tolerance, and in bringing about, whenever possible, reconciliations.

The Domestic Relations Courts of Buffalo, Manhattan and Brooklyn, the first courts of this character in the world, are largely an outgrowth of the probation system, and depend to a great extent upon it for their efficiency. Chicago and other cities, imitating the precedents in New York State, have established similar tribunals. The domestic relations court bids fair to rival the juvenile court in usefulness and popularity; and as in the case of the latter court, the probation system seems destined to prove its most important instrumentality for re-establishing normal home conditions and effecting desired improvements in conduct.

Instalment Fines.

Never was there a wider recognition than at present of the injustice and social short-sightedness of the prevailing fine system, whereby defendants unable to pay their fines in full at the time of conviction are ordinarily obliged to suffer imprisonment at the rate (in this State) of one day for each unpaid dollar of the fine. As has repeatedly been pointed out, this is equivalent to imprisonment for debt, and the persons thereby made to suffer the most are often the innocent wives and children.

Although the actual amount of the fines reported above as collected by probation officers in instalments from persons permitted to earn and pay their fines while on probation looks small, it is very gratifying (in view of the humanitarian benefits of this means of collecting fines) to know that the collections nearly doubled during the past year. In cases where the requiring of large instalments would inflict hardship upon the probationer or his family, the court usually allows the instalments to be small, often not more than fifty or twenty-five cents a week, or even less. While the ordinary fine system may be said to place a price upon the commission of offenses, the collection of fines from pro-

bationers in instalments has as its object, in most cases, not so much the exacting of a money penalty as the exerting of a disciplinary and reformatory influence.

Restitution.

For some reason, the collection of restitution and reparation from probationers whose offenses have occasioned losses or injuries to other persons slightly decreased during the year. Here again, the primary purpose is not to collect the money; it is principally to train the ethical sense of the probationers. Cases of assault, malicious mischief and larceny and other offenses involving dishonesty afford numerous opportunities for resorting to this expedient. It is hoped that without endeavoring to establish records for the sums collected, both the higher and the lower courts throughout the State may see the moral advantages of more frequently ordering restitution as one of the conditions of probation.

PART III. OPERATIONS AND CONDITIONS OF THE PROBATION SYSTEM.

Progress in Cities.

The most noteworthy advances in the probation service in cities during the calendar year ending on December 31st, were the following:

The appointment in March of 40 probation officers* in the lower courts of New York city, including the appointment for the first time of a staff of publicly salaried officers in the Children's Court of New York county; and the securing of appropriations for 20 additional salaried probation officers to commence service in the Children's Courts of New York city on January 1, 1913.

The adoption of new probation rules by the New York City First Division Board of Magistrates, which will relieve probation officers from unnecessary attendance at the district courts; secure preliminary investigation, probably in all cases, before the defendants are placed on probation, and centralize and otherwise strengthen the administration of the system.

The reorganization and the improvement of the probation service in the Buffalo City Court.

* The civil service classification of these positions as in the competitive class was determined by the Court of Appeals in the *Matter of Simons* v. *McGuire*, 204 N. Y. 253.

The opening of the first separate children's court in the State in Buffalo, and the adoption by this court of the first set of probation rules for a children's court.

There were also a number of extensions and improvements in other cities.

Probation in the Higher Courts.

As shown later, the number of persons placed on probation in the Supreme and County Courts of counties outside of New York city increased from 34 during the year ending September 30, 1908, to 677* during the year ending September 30, 1912. In some counties fully half of those convicted in the upper courts are dealt with through probation. It has been abundantly demonstrated that probation is a suitable and effective treatment in a large proportion of the cases where the crime is a high misdemeanor or a felony, provided the oversight and treatment are applied through competent officers and the officers are not overloaded with cases.

In contrast with the growing use of probation in the higher courts outside of New York city, there has been a decrease in its use in the higher courts in New York city. None of these courts in any of the four counties in New York city have publicly salaried probation officers. The appointment of a sufficient number of such officers and the proper organization of the service in these courts are urgently needed.

Probation in Rural Communities.

The number of persons placed on probation by town and village courts increased from 63 during the year ending September 30, 1908, to 269 during the past year. Gratifying as this growth has been, the rate of increase should be accelerated. As we have repeatedly emphasized, there is relatively to the population, as much, if not more, need of probation in rural communities than in cities.

The most practical way of providing probation service for the lower courts of towns and villages, as well as for many of the third-class cites, is through the employment of a county probation

*It should be explained that of this number, 136 were children placed on probation in the Children's Part of the Monroe County Court.

officer, who can also receive cases from the Supreme and County Courts. While about one-third of the counties have appointed such officers, the salaries paid are in most instances so small — often not more than $300 — that the officers can usually afford to give the probation work only a fraction of their time. Parsimony in this matter is poor economy. True economy, for each county as well as for the State, calls for the payment by the different counties of salaries adequate to command, whenever necessary, the full time service of competent officers. The benefits of probation should be extended to every part of the county.

In order to demonstrate the local needs in the different counties and to assist in inducing boards of supervisors to make proper appropriations, as well as to instruct new officers and help organize the service, the Commission needs, as stated on page 12, an employee to act as a supervisor of inspection and extension. Such an employee could contribute greatly to bringing about a larger and more intelligent use of probation in rural communities.

Local Responsibility for Administration of System.

The extension of the probation system to all parts of the State is important and its steady growth (which is described in Part IV. of this report) has been gratifying. It is also important that no more persons should be placed on probation than can be adequately looked after by the existing corps of probation officers. Sentimental leniency and haphazard inefficiency in the treatment of criminals and delinquents are fraught with grave social consequences. To be effective and to command public confidence and proper support, the probation system must be applied conservatively and with skill.

The responsibility for the administration of the probation system rests directly and completely upon the courts and the magistrates. In some places, the probation service is well organized; the defendants put on probation are selected with care; the numbers under each officer are sufficiently limited to enable him to keep closely informed as to their conduct, and any non-compliance with the probationary conditions is dealt with promptly and with decision. In other jurisdictions, the system is carried on loosely

or the officers are so overworked as to render the requisite degree of oversight and helpful influence over those on probation impossible.

If criticisms are sometimes made of the operations of the system in any particular court or locality, it should be borne in mind (as indeed the authors of the criticisms themselves usually state) that the criticisms pertain as a rule not to probation as such, but to local conditions which indicate apparent weaknesses or abuses in the local application of the system.

The relation of the State to the administration of probation (as contemplated in the law under which the State Probation Commission operates) is purely inspectorial, supervisory and recommendatory. The discharge of these functions by the State is a necessary supplement to the vesting of the direct control and responsibility for the operations of the system in the local courts. It is almost inevitable that with the appointment of probation officers not mandatory but permissive; with the use of the system by courts equally optional; and with practically free choice as to methods to be adopted in the different jurisdictions, there will be an uneven development of the system in different parts of the State, a great deal of variation in the manner of case treatment, and marked divergencies in the efficiency of the system. Because of these facts the State needs to study the workings and results of the system; to encourage the adoption of the most approved methods and, so far as practicable, of greater uniformity in their application; to publish and disseminate authoritative information concerning the system, and to promote its proper and wise use in all parts of the State. The State through its Probation Commission endeavors to co-operate with and assist local courts and probation officers and to aid in the development of probation, but it is upon the courts that the real burden of making the system a success falls.

Conferences on Probation.

The fifth annual State conference of probation officers at Syracuse on November 19th and 20th, and the second series of New York city conferences on probation, nine in number, held in the Aldermanic Chamber at the City Hall between March 7th and

April 4th, inclusive, were marked by record attendance and by unusually able addresses and helpful discussions. Looking back at the earlier conferences one feels that the growing thoughtfulness and concreteness of the discussions, from year to year, reflect a steady progress in the intelligence and value of the probation work being carried on.

The benefit of these conferences has been attested by the fact that more courts than ever before defrayed the expenses of their probation officers in attending them.

The programs and proceedings of the above-named conferences are appended.

Representatives of the Commission also took an active part in the annual meetings of the National Probation Association at Cleveland in June. Three of the commissioners participated in the meetings, and the secretary of the Commission has continued to serve (without pay) as secretary of the Association. Its next conference will be held in Buffalo in August.

Representatives of the Commission have addressed a number of other meetings during the year.

State Association of Magistrates.

Instead of meeting as usual at Albany, the fourth annual State conference of magistrates convened under the presidency of Chief City Magistrate Otto Kempner of Brooklyn, on December 6th and 7th in Syracuse. Thirty magistrates and a number of other persons attended. The subjects discussed included the need of better judicial criminal statistics, special measures of procedure and treatment in women's cases, probation, and means of elevating and strengthening magistrates' courts and of promoting uniformity in practice and procedure. City Judge James K. O'Connor of Utica was elected president for the ensuing year; Justice Benjamin J. Shove of Syracuse was chosen vice-president, and the secretary of the State Probation Commission was continued as secretary of the Association.

The program of the conference, the addresses and an account of the business transacted are appended. Among the resolutions adopted was one creating a special committee to investigate and report at the next conference on the more important needs of police and children's courts.

Records and Accounting.

The new forms and books furnished by the Commission to courts and probation officers for their records, reports and accounts in probation cases have been sent out during the past year to the number of over 65,700, and their use is promoting greater care and efficiency on the part of probation officers.

Stenographic and Clerical Help.

Good probation work necessarily involves much writing and clerical work on the part of probation officers. Conscientious officers not having the necessary assistance sometimes feel obliged to spend several hours a day doing their own writing. This seriously interferes with their investigating and supervisory work, which constitute their most important duties. In certain of the lower courts, a probation officer or other employee has been designated to act as registrar and bookkeeper, and in other courts stenographic assistance has been furnished. Whenever the number of cases assigned to probation officers is large, such aid is important.

Annual Reports of Courts and Probation Officers.

The number of courts and probation officers publishing annual reports is slowly increasing. In addition to the publication as usual of reports by the Court of Special Sessions (including the Children's Courts) and the two Boards of Magistrates in New York city, and by the chief probation officer in Syracuse, reports have been issued for the first time by the Buffalo City Court and the county probation officers of Erie and Oneida counties. Such reports not only serve an educational purpose locally, but are also valuable for comparative studies.

"Unofficial" Cases.

Our last annual report had something to say about "informal cases"— cases in which, owing to special circumstances, persons are referred by courts and magistrates to probation officers for oversight, without having first been convicted. We now call attention to another class of cases with which probation officers sometimes deal, namely: cases referred to probation officers for advice

or oversight and help, in which the persons are not brought before the court or judge at all. To distinguish these cases from the so-called "informal cases" they are sometimes termed "unofficial cases."

Unofficial cases usually arise through the desire of a parent, teacher or some one else especially interested, to have the wayward habit or tendencies of a child or adult overcome without his suffering the notoriety and possible other harmful effects likely to follow an arrest or appearance in court. Many of the cases of this character are those of girls and women whom it is especially desirable to spare from the odium of arrest and public trial. Parents also often consult probation officers concerning their boys; and where the effectiveness of probation in non-support cases has become publicly known, wives not infrequently call upon a probation officer with respect to the failure of their husbands to provide for the family needs. Some probation officers have unofficial cases referred to them nearly every week.

In many such cases the delinquency is so incipient, or the family circumstances are such, that unless the cases could be dealt with unofficially they would never come to the attention of the court, or if they should, not until it was too late to secure the results possible through early unofficial treatment.

Although this kind of work on the part of probation officers is entirely without legal sanction or authority, it is, from a humanitarian and social standpoint, commendable, provided it does not interfere with the performance of their official duties.

The more that can be done to prevent and overcome delinquency without resorting to court action the better. While it is almost trite to say this, the importance of preventive work justifies the frequent reiteration of the fact. Churches and charity workers as well as various other organizations and individuals have long been accustomed to doing this very kind of work. Their efforts should continue. The field is ripe for the labors of the big brother and the big sister movements and similar organizations. Undeveloped possibilities are also open to the public schools, recreation centers, playground workers and others. Perhaps nowhere is the need more keenly felt than in New York city where such large numbers of children are arrested (it would often seem

unnecessarily) for very trivial complaints, and where such large numbers of other children are allowed to grow up amid harmful associations and surroundings with practically nothing effective being done to save them from the almost inevitable consequences. This whole field of work needs more attention and financial support, more organization and co-ordination.

Pending the development, through public and private sources, of more extended and more efficacious preventive work, it is pleasing to know that probation officers are so interested in their work as to be willing to aid in these unofficial cases.

Oversight of Persons Paroled from Institutions.

Our last report referred to the similarities between the work of probation officers in looking after defendants conditionally released by courts, and the work of parole officers in supervising persons conditionally released from institutions. It pointed out the advisability of having paroled persons kept, so far as possible, under the supervision of local instead of under traveling officers, and of more frequently using probation officers for this purpose. It also mentioned the recommendations made by other departments and organizations that the work of institutional parole officers be placed under the general oversight of the State Probation Commission, as has been done with respect to the work of probation officers.

The past year has witnessed some extension and improvements in the parole work of certain institutions, and the institutions have made considerable use of the services of probation officers. Some of those assigned for care to probation officers have been paroled from State prisons. In some other States much more parole work is done by probation officers. For instance, in Vermont all adult criminals paroled from the State institutions are placed under the care of county probation officers. In that State over a third of the cases under the probation officers are of this type.

Parole of Disorderly Persons from Local Institutions.

In this connection, we desire to report that the amendment secured by the Commission to section 910 of the Code of Criminal Procedure authorizing County Courts to parole disorderly persons

from jails, penitentiaries and workhouses under the oversight of a probation officer has, so far as we have learned, met with much success. This provision has been applied especially in the County Court of Onondaga county. A number of men sentenced to the penitentiary by the lower courts in that county for not supporting their families have, when released under the county probation officer, gone to work; provided as they should for those dependent upon them, and complied with the other conditions of their parole. We recommend the greater use of this section in other counties.

PART IV. FIVE YEARS' GROWTH.

Increased Numbers Placed on Probation.

Our report for 1910 reviewed briefly the first decade of the use of probation in New York State, commencing September 1, 1901, on which date the first probation law in this State went into effect.

We now present a summary of the growth of the system during the five years from October 1, 1907 (when the State Probation Commission began to collect statistics) to September 30, 1912, inclusive.* More detailed statistical data are found in Appendix C.

During these five years over 50,000 persons were placed on probation. The number so dealt with increased from 8,047 during the first year to 14,687 in the last year. The variations in the numbers placed on probation from year to year are indicated by the table below and the diagrams opposite this page. Diagram A represents the numbers put on probation each year throughout the State; diagram B distributes the cases according to the different types of courts using the system, and diagram C divides them between New York city and the rest of the State.

NUMBER OF PERSONS PLACED ON PROBATION

YEAR ENDING SEPTEMBER 30,	Persons.
1908	8,047
1909	9,115
1910	8,524
1911	9,900
1912	14,687

* Detailed statistics of the more important items in the use of probation in the State during the past five years are found in Appendix C.

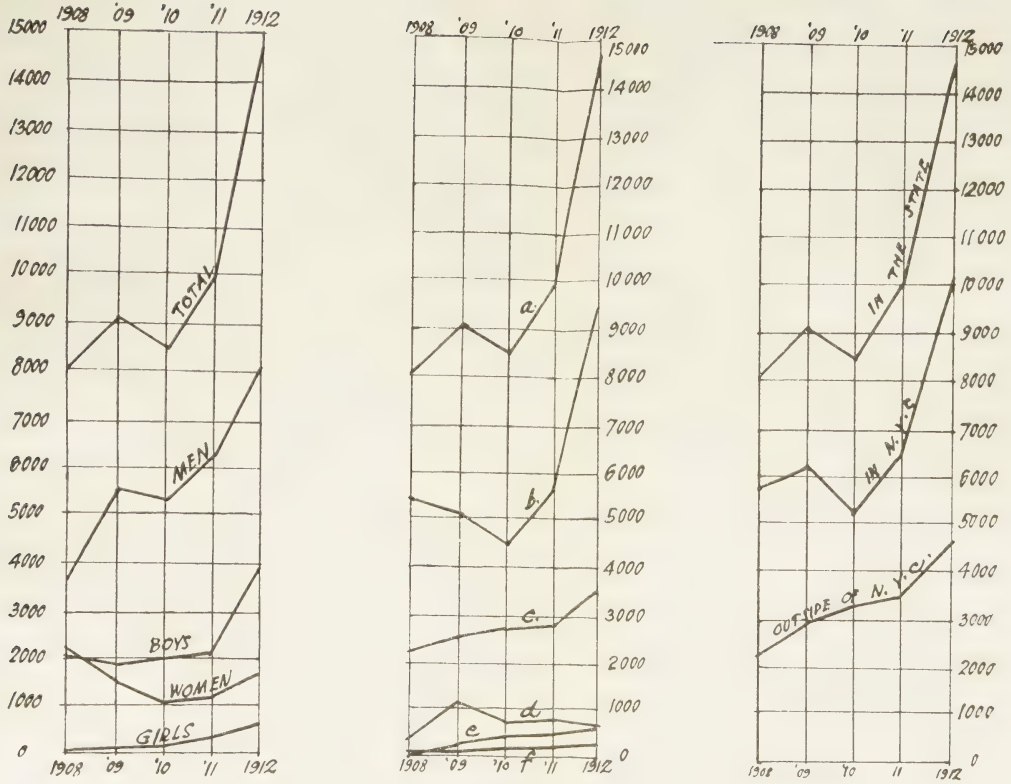


CHART V.

Variations in Numbers Placed on Probation During the Five Years Ending September 30, 1912.

A. Variations by Boys, Girls, Men and Women

B. Variations by Groups of Courts

C. Variations In New York City and in Rest of State.

KEY.

a. In the State.
b. In lower courts of New York City.
c. In lower courts of other cities.
d. In higher courts of New York City.
e. In higher courts outside of New York City.
f. In lower courts of towns and villages.

More Places Using Probation.

A steady advance has also taken place, as shown below, in the number of places using the system.

INCREASED NUMBERS OF PLACES USING PROBATION

PERIOD.	Cities using system in city courts.	Counties using system in County or Supreme Courts, or both.	Counties using system in town and village courts.
Quarter ending December 31, 1907	16	11	2
Year ending December 31, 1908	26	23	7
Year ending December 31, 1909	30	27	9
Year ending December 31, 1910	37	34	14
Year ending December 31, 1911	35	34	19
Year ending September 30, 1912	38	39	22

More Paid Officers.

Another measurement of the progress of the system may be had from the number of probation officers paid by cities and counties from public funds.

DECEMBER 31,	Number of probation officers paid from public funds.
1906	30
1907	35
1908	49
1909	61
1910	80
1911	109
1912	139

Summary of Things Accomplished.

Following is a list of more important milestones in the development of the probation system in New York State during the five years from September 1, 1907 (when the State Probation Commission began its work) to September 30, 1912:*

1907: State Probation Commission began collecting statistics and making inspections and investigations.

1908: Legislature authorized appropriations by boards of supervisors for probation officers in County Courts.

First salaried probation officers in nine county courts appointed.

Commission published and supplied blank forms for use by probation officers.

Commission held the first State conference of probation officers.

Commission published the first State directory of probation officers.

Commission began making suggestions and recommendations to magistrates and probation officers.

1909: Legislature authorized salaried probation officers of county courts to serve in the Supreme Court and in the courts of all towns, villages and third-class cities, in their respective counties.

Legislature authorized the payment of the expenses of probation officers.

Commission assisted for the first time in conducting civil service examinations for probation officer.

Commission organized the first State conference of city magistrates.

Commission brought about the establishment of the Buffalo Municipal Juvenile Detention Home — the first such institution in the State.

National Probation Association organized in Buffalo.

1910: Legislature enacted amendments to the Code of Criminal Procedure providing for

(a) Enumeration of the duties of probation officers;

(b) The procedure in probation cases, including certain possible probationary conditions;

(c) Authority to require probationers to pay instalment fines, restitution and family support;

(d) Transfer of probationers from one county to another;

(e) Authority for probation officers to supervise persons paroled from institutions.

Legislature in enacting the New York city Inferior Courts Act provided for

(a) Removal of police officers from the position of probation officer;

(b) Appointment of salaried civilian probation officers for the first time in the Children's Courts in New York City, and more such officers in other courts.

(c) A chief probation officer in the Court of Special Sessions and in each Board of Magistrates.

Buffalo Domestic Relations Court established upon the recommendation of the Commission — the first such court in the world presided over by a judge devoting his time exclusively to such cases.

International Prison Congress, meeting for the first time in the United States, indorsed probation and State supervision of probation officers.

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* Important facts in the previous development of probation in New York State:

1901: First probation law enacted on April 17th; became effective on September 1st; applied only to adults in city courts.

Law creating Buffalo Children's Court provided for first volunteer probation officers in State for children.

1903: Law extended system to children and to courts throughout the State.

1904: Law authorized New York city to pay salaries to women probation officers.

1905: Law authorized any cities to pay salaries to probation officers.

Temporary State Probation Commission established by the Legislature and appointed by the Governor to investigate the system and report the following year.

1906: First publicly salaried probation officers appointed in New York City Magistrates' Courts, Utica, Watertown, Amsterdam and Syracuse.

First civil service examinations for probation officer held in New York city, Syracuse, Rochester and Yonkers.

First local probation associations organized in Brooklyn and Buffalo.

1907: Present State Probation Commission created on June 6th; began work on September 1st.

1911: Commission revised and enlarged its set of blank forms.
Commission published and supplied an accounting system for probation officers.
Commission conducted the first series of New York city conferences of probation officers.
First sets of probation rules adopted in New York city and Buffalo.
State conference of magistrates reorganized as State association of magistrates.
Recommended by the commissioners appointed by Governor Dix to investigate penal institutions, and by others, that probation officers be used more for supervising persons paroled from institutions, and that parole officers appointed by institutional authorities be under the general oversight of the State Probation Commission.

1912: Court of Appeals decided the position of probation officer in the lower courts of New York city to be in the competitive class of the civil service.
Staff of salaried probation officers appointed in the children's courts of New York city.
Legislature authorized the placing of unconvicted disorderly persons on probation, upon consent.

Other Improvements and Tendencies.

The past five years have brought a truer conception of the proper scope of probation, and a more general recognition of the types of person suitable for probationary treatment. Flagrant abuses, like putting professional prostitutes and confirmed thieves and tramps on probation, without investigation and often under fictitious names and addresses, are each year becoming scarcer. The courts before placing persons on probation are more than ever before calling upon probation officers to make preliminary investigations concerning the habits, history, characteristics and circumstances of the defendants.

The short probationary periods of only a few weeks, which formerly prevailed in many courts, are also disappearing. It is being learned that probation to be effective must, in most cases, extend over a substantial period of time, usually at least a year.

The conditions of probation laid down by the courts when placing defendants on probation are becoming more definite and binding, and the law is being more rigorously enforced against violations.

More frequent recourse is had, in appropriate cases, to the collection from probationers of restitution, instalment fines and payments for the support of their families.

On the part of the probation officers there is more visitation in the homes of the probationers, more discreet and painstaking inquiries from other sources concerning those under their care, more friendly and constructive help, and more co-operation with outside agencies. Marked progress has taken place in the methods and in the spirit of social service among the probation officers.

More complete and better records and accounts are being kept by the probation officers.

In the larger courts having a number of probation officers the office organization and administration is on a more business-like basis.

There is more co-operation among probation officers in making investigations for courts in different parts of the State, and in supervising transferred probationers.

Valuable as is the work of volunteers when properly supervised and instructed, experience is proving that their service is often of doubtful or no value unless they are kept under the oversight and direction of a paid officer.

Local probation associations have increased in number and usefulness.

The body of experience accumulated during the last few years has been studied through field investigations and through analysis and discussion at conferences and in other ways, with the result that there is a better concensus of opinion than ever before concerning the relative value of different probationary methods and the probable lines along which future progress may be expected.

While the system is, in many respects, still in an experimental stage, and its future development is in need of careful study, of much extension and of intelligent guidance, the outlook for the system as a humane, rational reformatory agency, operating Statewide, is more encouraging than ever before.

The State Probation Commission desires to express its appreciation of the courtesies and aid extended to it by different officials, departments, organizations, the press, and other persons during the year.

Respectfully submitted,

HOMER FOLKS,

President.

Attest:

ARTHUR W. TOWNE,

Secretary.

APPENDIX A.

STATISTICS OF PROBATION FOR YEAR ENDING SEPTEMBER 30, 1912.

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TABLE 1a.— BOYS PLACED ON PROBATION DURING FIRST NINE MONTHS OF 1912.

COURTS.	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Month unstated.	Total.
IN CITIES.											
Albany Police	4	5	13	6	8	1	4	1	4	.....	46
Amsterdam Recorder's	.....	1	2	2	1	.....	7	3	.....	.....	16
Auburn Recorder's	.....	.....	.....	.....	.....	.....	1	1	2	.....	4
Binghamton City	.....	.....	2	.....	1	.....	1	.....	.....	.....	4
Buffalo Children's	19	19	25	29	36	39	39	24	37	.....	267
Cohoes Recorder's	6	6	1	1	1	.....	.....	.....	.....	.....	15
Corning City	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1
Dunkirk Municipal	.....	.....	.....	.....	.....	.....	.....	.....	.....	5	5
Elmira Recorder's	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1
Gloversville Recorder's	.....	.....	.....	1	2	.....	.....	.....	.....	.....	3
Hudson City	3	1	.....	5	2	.....	.....	3	1	.....	15
Ithaca City	.....	.....	.....	.....	.....	.....	.....	3	.....	.....	3
Jamestown Police	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	2
Johnstown Recorder's	1	.....	.....	3	.....	.....	1	3	.....	.....	8
Kingston Recorder's	.....	4	1	6	2	7	6	.....	.....	.....	26
Lackawanna City	2	1	1	2	1	1	2	1	1	.....	12
Middletown Recorder's	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1
Mount Vernon City	.....	1	4	4	2	10	2	.....	16	.....	39
Newburgh Recorder's	.....	.....	2	1	3	.....	.....	.....	.....	.....	6
New York City Children's, New York county	11	26	289	232	211	188	189	181	151	.....	1,478
New York City Children's, Kings county	57	38	68	59	96	106	89	79	78	.....	670
New York City Children's, Queens county	8	16	10	10	15	9	7	14	17	7	113
New York City Children's, Richmond county	4	2	9	5	3	4	8	16	8	6	65
Niagara Falls Police	1	.....	.....	.....	.....	2	.....	.....	1	.....	4
Oneonta City	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1
Plattsburg City	2	.....	.....	.....	1	.....	.....	.....	.....	.....	3
Port Jervis Justice of the Peace	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Poughkeepsie City	.....	.....	.....	.....	.....	.....	.....	.....	.....	6	6
Rome City	.....	.....	4	.....	1	.....	.....	.....	.....	.....	5
Schenectady Police	5	7	11	8	11	6	3	9	5	.....	65
Syracuse Special Sessions	8	2	3	5	2	3	3	12	5	.....	43
Troy Police	4	7	5	4	12	12	5	5	5	.....	59
Utica City	6	6	8	5	6	3	1	2	13	.....	50
Watertown City	.....	.....	.....	1	.....	.....	1	1	.....	.....	3
Watervliet Recorder's	1	.....	.....	.....	1	.....	.....	.....	.....	.....	2
Yonkers Special Sessions	5	3	9	9	4	7	.....	3	1	89	130
Total for cities	147	145	467	399	422	398	369	363	346	116	3,172

IN TOWNS AND VILLAGES.											
Albany county	.....	1	1	5	.....	.....	2	.....	.....	.....	9
Cayuga county	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	1
Chemung county	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1
Clinton county	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	3
Erie county	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1
Fulton county	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	2
Niagara county	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Oneida county	.....	.....	1	.....	.....	1	.....	.....	.....	.....	2
Orange county	.....	.....	.....	.....	.....	.....	3	.....	.....	.....	3
Saratoga county	2	1	1	1	4	1	.....	.....	.....	.....	10
Schenectady county	.....	.....	.....	.....	.....	.....	4	.....	5	.....	9
Batavia	.....	.....	1	.....	.....	1	1	.....	.....	.....	3
Haverstraw	.....	.....	.....	.....	.....	.....	.....	.....	.....	8	8
Malone	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Norwich	1	.....	.....	.....	.....	1	.....	.....	.....	.....	2
Saratoga Springs	1	.....	3	2	.....	2	2	.....	.....	.....	10
Solvay	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1
Total for towns and villages	7	2	8	8	7	6	14	1	6	9	68
SUPREME AND COUNTY COURTS.											
Essex Supreme	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	1
Monroe County, Children's Part	2	1	10	2	11	16	.....	5	5	54	106
Total for Supreme and county courts	2	1	10	2	11	17	.....	5	5	54	107
Grand total	156	148	485	409	440	421	383	369	357	179	3,347

TABLE 1b.— GIRLS PLACED ON PROBATION DURING FIRST NINE MONTHS OF 1912.

COURTS.	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Month unstated.	Total.
IN CITIES.											
Albany Police	.....	.....	1	1	.....	.....	.....	1	1	.....	4
Amsterdam Recorder's	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	1
Binghamton City	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	1
Buffalo Children's	.....	3	2	.....	.....	.....	2	1	4	.....	12
Cohoes Recorder's	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1
Gloversville Recorder's	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Mount Vernon City	.....	.....	.....	.....	1	.....	.....	3	.....	.....	4
New York City Children's, New York county	23	46	79	52	50	33	16	10	6	.....	315
New York City Children's, Kings county	15	6	18	4	17	24	15	15	8	.....	122
New York City Children's, Queens county	.....	1	2	.....	.....	2	2	2	1	11	21
New York City Children's, Richmond county	.....	1	2	.....	.....	.....	.....	.....	.....	9	12
Niagara Falls Police	.....	1	.....	.....	.....	.....	.....	.....	1	.....	2
Plattsburg City	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Poughkeepsie City	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	4
Schenectady Police	1	.....	.....	.....	2	.....	.....	1	.....	.....	4
Syracuse Special Sessions	1	1	3	5	3	1	1	1	1	.....	17
Troy Police	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Utica City	2	1	1	4	2	1	.....	2	.....	.....	13
Watertown City	1	.....	.....	2	.....	.....	.....	.....	.....	.....	3
Yonkers Special Sessions	.....	.....	.....	4	1	1	1	.....	.....	4	11
Total for cities	45	60	109	72	77	62	38	37	22	28	550
IN TOWNS AND VILLAGES.											
Clinton county	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1
Cortland county	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	1
Oneida county	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Tioga county	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1
Batavia	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1
Haverstraw	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	2
Total for towns and villages	.....	.....	.....	.....	1	1	.....	2	1	2	7
COUNTY COURT.											
Monroe, Children's Part	.....	.....	1	.....	.....	1	.....	.....	.....	12	14
Grand total	45	60	110	72	78	64	38	39	23	42	571

TABLE 1c.— MEN PLACED ON PROBATION DURING FIRST NINE MONTHS OF 1912.

COURTS.	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Month unstated.	Total.
IN CITIES.											
Albany Police	1	1	4	2	2	.....	1	.....	.....	.....	11
Albany Special Sessions	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	3
Amsterdam Recorder's	2	2	2	2	4	2	1	5	6	.....	26
Auburn Recorder's	1	3	2	4	7	.....	3	5	5	.....	30
Binghamton City	3	.....	3	.....	3	.....	1	1	2	.....	13
Buffalo Children's	.....	1	.....	2	.....	.....	1	.....	.....	.....	4
Buffalo City	96	104	85	126	96	136	151	116	155	.....	1,065
Corning City	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Cortland City	3	2	4	2	1	1	.....	1	.....	.....	14
Dunkirk Municipal	.....	.....	.....	.....	.....	.....	.....	.....	.....	9	9
Elmira Recorder's	.....	.....	1	.....	3	.....	1	.....	.....	.....	5
Gloversville Recorder's	.....	1	2	4	.....	1	2	.....	6	.....	16
Ithaca City	.....	.....	.....	.....	.....	1	.....	2	.....	.....	3
Kingston Recorder's	.....	1	1	.....	.....	1	.....	1	.....	.....	4
Lackawanna City	6	2	1	3	6	6	7	4	6	.....	41
Middletown Recorder's	.....	.....	.....	.....	.....	.....	.....	3	.....	.....	3
Mount Vernon City	2	2	3	3	6	3	2	3	9	.....	33
Newburgh Recorder's	.....	.....	1	2	.....	.....	.....	.....	.....	.....	3
New York City Board of Magistrates, First Division	125	120	136	120	159	159	154	130	127	.....	1,230
New York City Board of Magistrates, Second Division	152	135	183	219	354	320	287	209	164	20	2,043
New York City Special Sessions, Manhattan and the Bronx	18	31	46	46	65	22	36	27	30	.....	321
New York City Special Sessions, Brooklyn	23	20	33	20	23	15	3	21	16	.....	174
New York City Special Sessions, Queens	3	2	4	2	8	2	4	1	4	.....	30
New York City Special Sessions, Richmond	3	1	.....	2	2	1	1	.....	.....	.....	10
Niagara Falls Police	.....	1	1	2	1	1	2	.....	.....	.....	8
Oneonta City	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1
Oswego Recorder's	.....	1	.....	1	.....	1	.....	.....	.....	.....	3
Plattsburg City	.....	.....	.....	1	.....	1	2	1	3	.....	8
Poughkeepsie City	1	1	.....	1	5	3	1	2	3	.....	17
Rochester Police	12	20	11	20	17	16	17	23	18	.....	154
Rome City	.....	3	1	.....	1	3	6	3	4	.....	21
Schenectady Police	.....	1	3	.....	1	.....	.....	1	.....	.....	6
Syracuse Special Sessions	3	9	13	20	11	6	9	16	13	.....	100
Tonawanda City	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Troy Police	.....	.....	.....	.....	.....	.....	2	1	.....	.....	3
Utica City	5	7	7	8	8	9	5	5	5	.....	59
Watertown City	.....	2	2	2	5	3	.....	.....	.....	.....	14
Yonkers Special Sessions	12	7	6	4	3	3	2	7	10	.....	54
Total for cities	471	480	555	619	792	716	701	588	589	30	5,541

TABLE 1c—MEN PLACED ON PROBATION DURING FIRST NINE MONTHS OF 1912—(*Concluded*).

COURTS.	Jan.	Feb.	March.	April.	May.	June.	July.	Aug.	Sept.	Month unstated.	Total.
IN TOWNS AND VILLAGES.											
Albany county	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Clinton county	.....	1	.....	.....	.....	.....	.....	.....	1	.....	2
Cortland county	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1
Genesee county	.....	.....	.....	5	.....	.....	.....	.....	.....	.....	5
Montgomery county	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1
Niagara county	.....	.....	1	1	.....	.....	.....	.....	.....	.....	2
Oneida county	3	6	1	3	1	13	6	2	2	.....	37
Saratoga county	.....	.....	4	.....	.....	.....	.....	1	.....	.....	5
Schenectady county	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Yates county	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Haverstraw	.....	.....	.....	.....	.....	.....	.....	.....	.....	6	6
Norwich	2	.....	4	3	2	2	3	4	2	.....	22
Saratoga Springs	2	3	5	5	7	5	6	4	.....	.....	37
Solvay	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1
Total for towns and villages	8	10	15	19	10	20	15	13	5	7	122
SUPREME AND COUNTY COURTS.											
Albany Supreme and County	1	1	.....	5	.....	3	.....	.....	.....	.....	10
Broome Supreme	1	.....	.....	.....	.....	2	3	.....	.....	.....	6
Cattaraugus County	.....	.....	.....	.....	.....	.....	.....	.....	.....	6	6
Cayuga Supreme and County	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Chautauqua Supreme and County	.....	.....	.....	.....	.....	.....	1	.....	.....	3	4
Chemung County	.....	.....	.....	.....	.....	2	.....	.....	4	.....	6
Chenango Supreme	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Clinton Supreme and County	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Cortland Supreme and County	.....	.....	1	1	.....	.....	.....	.....	.....	.....	2
Erie Supreme and County	26	25	31	26	8	34	.....	2	35	.....	187
Franklin Supreme and County	.....	.....	.....	.....	.....	.....	.....	.....	.....	5	5
Fulton Supreme and County	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	2
Genesee Supreme and County	.....	.....	1	.....	1	.....	.....	.....	.....	.....	2
Jefferson Supreme and County	2	2	1	.....	2	1	.....	.....	5	.....	13
Madison County	.....	1	1	.....	.....	.....	.....	.....	.....	.....	2
Monroe County	1	1	6	1	.....	2	3	.....	2	.....	16
Montgomery County	.....	2	.....	.....	3	1	.....	.....	.....	.....	6
New York Supreme and General Sessions	44	52	42	60	31	40	28	28	20	.....	345
Oneida Supreme and County	2	3	3	4	5	3	.....	.....	2	.....	22
Onondaga Supreme and County	3	6	.....	2	1	.....	.....	.....	.....	.....	12

Oswego Supreme and County	.....	7	.....	.....	9	2	.....	.....	.....	.....	18
Queens County	.....	4	7	2	8	1	.....	.....	.....	.....	22
Rensselaer Supreme and County	.....	2	.....	2	.....	.....	.....	.....	.....	.....	4
Richmond Supreme and County	.....	.....	1	.....	.....	.....	.....	.....	.....	3	4
Rockland Supreme	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	2
St. Lawrence Supreme and County	.....	5	.....	.....	.....	2	.....	.....	.....	.....	7
Saratoga Supreme and County	.....	1	.....	.....	.....	2	1	.....	.....	.....	4
Steuben County	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	2
Warren Supreme and County	.....	.....	.....	.....	.....	1	.....	1	.....	.....	2
Washington Supreme	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	2
Wayne Supreme and County	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	3
Westchester Supreme and County	.....	.....	4	1	4	1	5	.....	2	.....	17
Wyoming Supreme and County	.....	.....	1	1	.....	.....	.....	.....	.....	2	4
Total for Supreme and county courts	85	112	101	105	72	97	41	31	76	22	742
Grand total	564	602	671	743	874	833	757	632	670	59	6,405

TABLE 1d.— WOMEN PLACED ON PROBATION DURING FIRST NINE MONTHS OF 1912.

COURTS.	Jan.	Feb.	Mar.	Apr.	May.	June.	July.	Aug.	Sept.	Month unstated.	Total.
IN CITIES.											
Albany Police	13	.....	1	1	6	3	.....	1	.....	.....	25
Amsterdam Recorder's	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Auburn Recorder's	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1
Buffalo Children's	.....	2	1	3	.....	.....	.....	.....	1	.....	7
Buffalo City	12	8	28	33	14	7	13	14	11	.....	140
Cohoes Recorder's	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1
Jamestown Police	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1
Lackawanna City	.....	.....	.....	2	.....	1	2	.....	3	.....	8
Mount Vernon City	.....	.....	.....	1	.....	1	.....	.....	.....	.....	2
Newburgh Recorder's	1	.....	.....	.....	.....	.....	1	.....	.....	.....	2
New York City Board of Magistrates, First Division	68	69	66	78	97	69	76	57	63	.....	643
New York City Board of Magistrates, Second Division	26	36	45	41	53	62	39	48	35	.....	385
New York City Special Sessions, Manhattan and the Bronx	8	3	4	8	3	3	1	1	8	.....	39
New York City Special Sessions, Brooklyn	8	3	1	7	.....	2	1	.....	.....	.....	22
Niagara Falls Police	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1
Plattsburg City	.....	.....	.....	.....	.....	.....	3	1	.....	.....	4
Poughkeepsie City	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1
Rochester Police	4	4	5	6	3	3	3	3	3	.....	34
Syracuse Special Sessions	4	1	9	2	1	1	.....	2	6	.....	26
Tonawanda City	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1
Utica City	2	3	1	2	.....	1	1	.....	1	.....	11
Watertown City	1	.....	.....	1	.....	.....	.....	.....	.....	.....	2
Total for cities	149	131	161	185	177	153	140	128	133	1	1,358
IN TOWNS AND VILLAGES.											
Chemung county	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	1
Oneida county	4	.....	.....	.....	.....	.....	1	1	.....	.....	6
Orange county	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1
Suffolk county	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Haverstraw	.....	.....	.....	.....	.....	.....	.....	.....	.....	6	6
Norwich	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	1
Saratoga Springs	.....	.....	1	.....	.....	.....	1	.....	.....	.....	2
Total for towns and villages	5	.....	1	.....	.....	.....	4	1	1	6	18

SUPREME AND COUNTY COURTS.											
Chemung County	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	1
Erie Supreme and County	.....	1	1	.....	.....	3	.....	.....	1	.....	6
Genesee Supreme and County	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Kings County	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	1
Lewis County	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	1
New York Supreme and General Sessions	5	4	1	10	3	2	1	5	4	.....	35
Oneida Supreme and County	.....	.....	.....	2	.....	1	.....	.....	.....	.....	3
Onondaga Supreme and County	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Tompkins County	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	2
Westchester Supreme and County	1	.....	2	.....	.....	.....	.....	.....	.....	.....	3
Total for Supreme and county courts	6	5	5	13	4	8	1	5	7	.....	54
Grand total	160	136	167	198	181	161	145	134	141	7	1,430

TABLE 2a.— CLASSIFICATION OF CHARGES IN CASES OF BOYS PLACED ON PROBATION DURING FIRST NINE MONTHS OF 1912.

COURTS.	Assault.	Burglary or robbery.	Disorderly or ungovernable child.	Improper guardianship.	Larceny or kindred offenses.	Malicious mischief, breach of peace or disorderly conduct.	Truancy.	Other and unstated charges.	Total.
IN CITIES.									
Albany Police	1	4	3	.....	37	.....	1	.....	46
Amsterdam Recorder's	2	4	1	.....	6	.....	3	.....	16
Auburn Recorder's	.....	3	.....	1	.....	.....	.....	.....	4
Binghamton City	1	.....	1	1	.....	.....	.....	1	4
Buffalo Children's	5	21	13	1	122	43	15	47	267
Cohoes Recorder's	.....	4	1	.....	.....	.....	10	.....	15
Corning City	.....	.....	.....	.....	1	.....	.....	.....	1
Dunkirk Municipal	.....	.....	.....	.....	4	.....	1	.....	5
Elmira Recorder's	.....	.....	.....	.....	1	.....	.....	.....	1
Gloversville Recorder's	.....	.....	1	.....	1	.....	.....	1	3
Hudson City	5	5	1	.....	.....	2	2	.....	15
Ithaca City	.....	.....	.....	.....	3	.....	.....	.....	3
Jamestown Police	.....	1	.....	.....	1	.....	.....	.....	2
Johnstown Recorder's	.....	3	.....	.....	1	4	.....	.....	8
Kingston Recorder's	.....	.....	.....	.....	.....	.....	.....	26	26
Lackawanna City	.....	.....	.....	.....	9	1	2	.....	12
Middletown Recorder's	.....	1	.....	.....	.....	.....	.....	.....	1
Mount Vernon City	3	.....	.....	.....	15	14	2	5	39
Newburgh Recorder's	.....	.....	.....	.....	4	.....	2	.....	6
New York City Children's, New York county	49	186	105	521	286	229	25	77	1,478
New York City Children's, Kings county	47	90	185	26	146	106	43	27	670
New York City Children's, Queens county	5	9	31	3	28	16	8	13	113
New York City Children's, Richmond county	4	11	6	1	20	8	3	12	65
Niagara Falls Police	.....	.....	1	1	2	.....	.....	.....	4
Oneonta City	.....	.....	.....	.....	1	.....	.....	.....	1
Plattsburg City	.....	.....	.....	2	.....	.....	1	.....	3
Port Jervis Justice of the Peace	.....	.....	1	.....	.....	.....	.....	.....	1
Poughkeepsie City	.....	.....	.....	.....	.....	.....	.....	6	6
Rome City	.....	.....	.....	.....	5	.....	.....	.....	5
Schenectady Police	2	.....	7	.....	40	1	14	1	65
Syracuse Special Sessions	.....	2	10	1	18	6	3	3	43
Troy Police	.....	6	2	.....	24	10	10	7	59
Utica City	1	1	1	.....	14	1	26	6	50

Watertown City	.....	1	.....	.....	2	.....	.....	.....	3
Watervliet Recorder's	.....	.....	1	.....	.....	.....	1	.....	2
Yonkers Special Sessions	1	1	7	.....	16	.....	12	93	130
Total for cities	126	353	378	558	807	441	184	325	3,172
IN TOWNS AND VILLAGES.									
Albany county	.....	.....	2	.....	7	.....	.....	.....	9
Cayuga county	.....	.....	.....	.....	1	.....	.....	.....	1
Chemung county	.....	.....	.....	.....	.....	1	.....	.....	1
Clinton county	.....	.....	1	.....	2	.....	.....	.....	3
Erie county	.....	.....	.....	.....	1	.....	.....	.....	1
Fulton county	.....	.....	.....	.....	2	.....	.....	.....	2
Niagara county	.....	1	.....	.....	.....	.....	.....	.....	1
Oneida county	1	.....	.....	.....	1	.....	.....	.....	2
Orange county	.....	2	.....	.....	1	.....	.....	.....	3
Saratoga county	.....	.....	6	.....	.....	.....	4	.....	10
Schenectady county	.....	.....	.....	.....	1	7	.....	1	9
Batavia	.....	.....	.....	.....	2	.....	.....	1	3
Haverstraw	.....	.....	8	.....	.....	.....	.....	.....	8
Malone	2	.....	.....	.....	.....	.....	.....	.....	2
Norwich	.....	2	.....	.....	.....	.....	.....	.....	2
Saratoga Springs	.....	.....	4	.....	4	.....	2	.....	10
Solvay	.....	.....	.....	.....	1	.....	.....	.....	1
Total for towns and villages	3	5	21	.....	23	8	6	2	68
SUPREME AND COUNTY COURTS.									
Essex Supreme and County	.....	1	.....	.....	.....	.....	.....	.....	1
Monroe County, Children's Part	.....	6	5	.....	37	4	.....	54	106
Total for Supreme and county courts	.....	7	5	.....	37	4	.....	54	107
Grand tolal	129	365	404	558	867	453	190	381	3,347

TABLE 2b.— CLASSIFICATION OF CHARGES IN CASES OF GIRLS PLACED ON PROBATION DURING FIRST NINE MONTHS OF 1912.

COURTS.	Assault.	Burglary.	Disorderly or ungovernable child.	Improper guardianship.	Larceny or kindred offenses.	Malicious mischief, breach of peace or disorderly conduct.	Truancy.	Other and unstated charges.	Total.
IN CITIES.									
Albany Police	.....	.....	3	.....	.....	.....	1	.....	4
Amsterdam Recorder's	.....	.....	.....	.....	1	.....	.....	.....	1
Binghamton City	.....	.....	1	.....	.....	.....	.....	.....	1
Buffalo Children's	.....	.....	7	.....	1	2	2	.....	12
Cohoes Recorder's	.....	.....	1	.....	.....	.....	.....	.....	1
Gloversville Recorder's	.....	.....	1	.....	.....	.....	.....	.....	1
Mount Vernon City	.....	.....	3	.....	.....	.....	1	.....	4
New York City Children's, New York county	1	2	18	241	9	1	4	39	315
New York City Children's, Kings county	6	9	51	29	7	3	14	3	122
New York City Children's, Queens county	.....	.....	7	2	1	.....	.....	11	21
New York City Children's, Richmond county	1	.....	1	.....	.....	.....	.....	10	12
Niagara Falls Police	.....	.....	2	.....	.....	.....	.....	.....	2
Plattsburg City	.....	.....	.....	1	.....	.....	.....	.....	1
Poughkeepsie City	.....	.....	.....	.....	.....	.....	.....	4	4
Schenectady Police	.....	.....	3	.....	1	.....	.....	.....	4
Syracuse Special Sessions	.....	.....	8	4	1	.....	.....	4	17
Troy Police	.....	.....	1	.....	.....	.....	.....	.....	1
Utica City	.....	.....	.....	.....	1	.....	12	.....	13
Watertown City	.....	.....	1	2	.....	.....	.....	.....	3
Yonkers Special Sessions	.....	.....	2	3	1	.....	.....	5	11
Total for cities	8	11	110	282	23	6	34	76	550
IN TOWNS AND VILLAGES.									
Clinton county	.....	.....	.....	.....	1	.....	.....	.....	1
Cortland county	.....	.....	.....	1	.....	.....	.....	.....	1
Oneida county	.....	.....	1	.....	.....	.....	.....	.....	1
Tioga county	.....	.....	.....	.....	.....	.....	.....	1	1
Batavia	.....	.....	.....	.....	1	.....	.....	.....	1
Haverstraw	.....	.....	.....	.....	.....	.....	2	.....	2
Total for towns and villages	.....	.....	1	1	2	.....	2	1	7
COUNTY COURT.									
Monroe, Children's Part	.....	.....	.....	1	1	.....	.....	12	14
Grand total	8	11	111	284	26	6	36	89	571

TABLE 2c.— CLASSIFICATION OF OFFENSES OF MEN PLACED ON PROBATION DURING FIRST NINE MONTHS OF 1912.

COURTS.	Assault, third degree.	Disorderly conduct.	Non-support.	Petit larceny.	Public intoxication.	Violation of local ordinances.	Other misdemeanors and unstated lesser offenses.	Assault.	Burglary.	Forgery.	Grand larceny.	Other and unstated felonies.	Total.
IN CITIES.													
Albany Police	.....	.....	.....	8	.....	.....	3	.....	.....	.....	.....	.....	11
Albany Special Sessions	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	.....	.....	3
Amsterdam Recorder's	13	5	3	2	1	.....	.....	1	.....	1	.....	.....	26
Auburn Recorder's	2	6	16	1	5	.....	.....	.....	.....	.....	.....	.....	30
Binghamton	.....	.....	6	2	2	.....	2	1	.....	.....	.....	.....	13
Buffalo Children's	1	.....	.....	.....	2	.....	1	.....	.....	.....	.....	.....	4
Buffalo City	73	144	273	205	115	67	188	.....	.....	.....	.....	.....	1,065
Corning City	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	1
Cortland City	.....	2	4	1	6	.....	1	.....	.....	.....	.....	.....	14
Dunkirk Municipal	.....	3	1	1	3	.....	1	.....	.....	.....	.....	.....	9
Elmira Recorder's	.....	1	3	.....	.....	.....	1	.....	.....	.....	.....	.....	5
Gloversville Recorder's	1	.....	9	1	5	.....	.....	.....	.....	.....	.....	.....	16
Ithaca City	.....	.....	1	1	1	.....	.....	.....	.....	.....	.....	.....	3
Kingston Recorder's	.....	.....	.....	.....	.....	.....	4	.....	.....	.....	.....	.....	4
Lackawanna City	5	13	7	5	6	2	3	.....	.....	.....	.....	.....	41
Middletown Recorder's	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	3
Mount Vernon City	4	1	17	2	6	.....	1	.....	1	.....	1	.....	33
Newburgh Recorder's	.....	1	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	3
New York City Board of Magistrates, First Division	.....	752	435	.....	37	.....	6	.....	.....	.....	.....	.....	1,230
New York City Board of Magistrates, Second Division	.....	997	745	.....	248	11	41	1	.....	.....	.....	.....	2,043
New York City Special Sessions, Manhattan and the Bronx	17	.....	.....	271	.....	7	26	.....	.....	.....	.....	.....	321
New York City Special Sessions, Brooklyn	61	1	2	99	1	1	9	.....	.....	.....	.....	.....	174
New York City Special Sessions, Queens	8	.....	.....	17	.....	.....	5	.....	.....	.....	.....	.....	30
New York City Special Sessions, Richmond	1	1	.....	6	.....	2	.....	.....	.....	.....	.....	.....	10
Niagara Falls Police	.....	1	5	2	.....	.....	.....	.....	.....	.....	.....	.....	8
Oneonta City	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	1
Oswego Recorder's	.....	.....	1	1	1	.....	.....	.....	.....	.....	.....	.....	3
Plattsburg City	.....	.....	7	.....	1	.....	.....	.....	.....	.....	.....	.....	8
Poughkeepsie City	4	1	.....	5	6	.....	1	.....	.....	.....	.....	.....	17
Rochester Police	24	19	32	22	50	2	5	.....	.....	.....	.....	.....	154

TABLE 2c. — CLASSIFICATION OF OFFENSES OF MEN PLACED ON PROBATION DURING FIRST NINE MONTHS OF 1912 — (*Concluded*).

COURTS.	Assault, third degree.	Disorderly conduct.	Non-support.	Petit larceny.	Public intoxication.	Violation of local ordinances.	Other misdemeanors and unstated lesser offenses.	Assault.	Burglary.	Forgery.	Grand larceny.	Other and unstated felonies.	Total.
IN CITIES — (*Concluded*).													
Rome City	2	1	5	5	7	.....	1	.....	.....	.....	.....	.....	21
Schenectady Police	.....	1	.....	5	.....	.....	.....	.....	.....	.....	.....	.....	6
Syracuse Special Sessions	5	9	8	15	24	26	13	.....	.....	.....	.....	.....	100
Tonawanda City	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Troy Police	.....	1	.....	1	.....	.....	.....	.....	1	.....	.....	.....	3
Utica City	4	2	12	8	22	2	9	.....	.....	.....	.....	.....	59
Watertown City	1	.....	1	8	4	.....	.....	.....	.....	.....	.....	.....	14
Yonkers Special Sessions	5	2	28	5	9	1	4	.....	.....	.....	.....	.....	54
Total for cities	231	1,964	1,621	704	564	121	326	3	5	1	1	.....	5,541
IN TOWNS AND VILLAGES.													
Albany county	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1
Clinton county	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Cortland county	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Genesee county	.....	.....	.....	5	.....	.....	.....	.....	.....	.....	.....	.....	5
Montgomery county	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Niagara county	1	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	2
Oneida county	1	12	6	6	6	.....	6	.....	.....	.....	.....	.....	37
Saratoga county	.....	.....	3	.....	.....	.....	2	.....	.....	.....	.....	.....	5
Schenectady county	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1
Yates county	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	1
Haverstraw	3	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	6
Norwich	.....	.....	.....	1	2	16	.....	3	.....	.....	.....	.....	22
Saratoga Springs	2	1	.....	4	.....	29	1	.....	.....	.....	.....	.....	37
Solvay	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1
Total for towns and villages	7	16	11	19	10	45	11	3	.....	.....	.....	.....	122
SUPREME AND COUNTY COURTS.													
Albany Supreme and County	.....	.....	.....	.....	.....	.....	.....	.....	6	.....	2	2	10
Broome Supreme	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	4	6
Cattaraugus County	.....	.....	.....	.....	.....	.....	.....	6	.....	.....	.....	.....	6

Cayuga Supreme and County	1								2				3
Chautauqua Supreme and County							1		2		1		4
Chemung County				3					1		1	1	6
Chenango Supreme											1		1
Clinton Supreme and County									1				1
Cortland Supreme and County				2									2
Erie Supreme and County	11			20				10	32	4	37	73	187
Franklin Supreme and County							2				3		5
Fulton Supreme and County				1							1		2
Genesee Supreme and County									1	1			2
Jefferson Supreme and County			2					2	1	2	4	2	13
Madison County	2												2
Monroe County				1					5	2	5	3	16
Montgomery County				3							1	2	6
New York Supreme and General Sessions	21		3	99	1		16	7	41	12	79	76	345
Oneida Supreme and County	2	1	1	1		1	3	5	3		2	3	22
Onondaga Supreme and County				1				3	3	1	4		12
Oswego Supreme and County	1			2			1	1	7		4	2	18
Queens County				1				2	5		5	9	22
Rensselaer Supreme and County									3			1	4
Richmond Supreme and County											2	2	4
Rockland Supreme									2				2
St. Lawrence Supreme and County									7				7
Saratoga Supreme and County								1				3	4
Steuben County									2				2
Warren Supreme and County				1					1				2
Washington Supreme							1				1		2
Wayne Supreme and County									1			2	3
Westchester Supreme and County	2		1	4			4	2	2	1	1		17
Wyoming Supreme and County									1	1	1	1	4
Total for Supreme and county courts	40	1	7	129	1	1	28	39	131	24	155	186	742
Grand total	278	1,981	1,639	852	575	167	365	45	136	25	156	186	6,405

TABLE 2d.— CLASSIFICATION OF OFFENSES OF WOMEN PLACED ON PROBATION DURING FIRST NINE MONTHS OF 1912.

COURTS.	Assault, third degree.	Disorderly conduct.	Petit larceny.	Prostitution, soliciting or kindred offenses.	Public intoxication.	Violation of local ordinances.	Other misdemeanors and unstated lesser offenses.	Forgery.	Grand larceny.	Other and unstated felonies.	Total.
IN CITIES.											
Albany Police	.....	1	1	12	6	.....	5	.....	.....	.....	25
Amsterdam Recorder's	1	.....	1	.....	.....	.....	.....	.....	.....	.....	2
Auburn Recorder's	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1
Buffalo Children's	.....	.....	.....	.....	2	4	1	.....	.....	.....	7
Buffalo City	2	10	28	41	32	4	23	.....	.....	.....	140
Cohoes Recorder's	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1
Jamestown Police	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Lackawanna City	.....	2	2	.....	4	.....	.....	.....	.....	.....	8
Mount Vernon City	1	.....	1	.....	.....	.....	.....	.....	.....	.....	2
Newburgh Recorder's	.....	.....	1	1	.....	.....	.....	.....	.....	.....	2
New York City Board of Magistrates, First Division	.....	145	.....	440	51	1	6	.....	.....	.....	643
New York City Board of Magistrates, Second Division	.....	112	1	75	156	9	32	.....	.....	.....	385
New York City Special Sessions, Manhattan and the Bronx	.....	.....	35	.....	.....	2	2	.....	.....	.....	39
New York City Special Sessions, Brooklyn	4	.....	13	4	.....	.....	1	.....	.....	.....	22
Niagara Falls Police	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1
Plattsburg City	2	1	.....	.....	1	.....	.....	.....	.....	.....	4
Poughkeepsie City	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Rochester Police	.....	1	3	8	22	.....	.....	.....	.....	.....	34
Syracuse Special Sessions	.....	1	3	3	10	.....	9	.....	.....	.....	26
Tonawanda City	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	1
Utica City	.....	.....	.....	1	6	1	3	.....	.....	.....	11
Watertown City	.....	1	.....	.....	1	.....	.....	.....	.....	.....	2
Total for cities	10	277	89	586	292	21	83	.....	.....	.....	1,358
IN TOWNS AND VILLAGES.											
Chemung county	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	1
Oneida county	1	3	.....	.....	1	.....	1	.....	.....	.....	6
Orange county	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1
Suffolk county	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1
Haverstraw	1	5	.....	.....	.....	.....	.....	.....	.....	.....	6

Norwich	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Saratoga Springs	.....	1	.....	.....	1	.....	.....	.....	.....	.....	.....	2
Total for towns and villages	3	11	.....	.....	2	.....	2	.....	.....	.....	.....	18
SUPREME AND COUNTY COURTS.												
Chemung County	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1	1
Erie Supreme and County	.....	.....	1	.....	.....	.....	.....	.....	2	3	6	
Genesee Supreme and County	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	1
Kings County	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1
Lewis County	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
New York Supreme and General Sessions	.....	.....	19	.....	.....	.....	.....	2	12	2	35	
Oneida Supreme and County	.....	1	.....	.....	.....	.....	.....	.....	.....	2	3	
Onondaga Supreme and County	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1	
Tompkins County	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	2	
Westchester Supreme and County	.....	.....	.....	.....	.....	.....	.....	.....	1	2	3	
Total for Supreme and county courts	.....	1	20	.....	1	2	1	2	16	13	54	
Grand total	13	289	109	586	295	21	86	2	16	13	1,430	

TABLE 3a.— RESULTS OF PROBATION IN CASES OF BOYS PASSED FROM PROBATION DURING FIRST NINE MONTHS OF 1912.

COURTS.	Completed probationary period and discharged with improvement.	Completed probationary period and discharged without improvement.	Re-arrested and committed.	Removed to other localities with permission of court or probation officer.	Absconded or lost from oversight.	Unstated and other results.	Total.
IN CITIES.							
Albany Police	27	3	11	.....	.....	.....	41
Amsterdam Recorder's	9	3	3	.....	.....	.....	15
Auburn Recorder's	.....	.....	.....	.....	.....	1	1
Binghamton City	4	.....	.....	.....	.....	1	5
Buffalo Children's	104	4	21	2	2	1	134
Cohoes Recorder's	25	.....	2	.....	.....	.....	27
Elmira Recorder's	4	.....	.....	.....	.....	1	5
Fulton Police	1	.....	.....	.....	.....	.....	1
Gloversville Recorder's	3	.....	1	.....	.....	.....	4
Hudson City	10	.....	2	1	.....	.....	13
Johnstown Recorder's	14	.....	.....	.....	.....	.....	14
Kingston Recorder's	11	.....	.....	.....	.....	11	22
Lackawanna City	1	1	1	1	.....	.....	4
Mount Vernon City	29	5	5	.....	1	.....	40
Newburgh Recorder's	9	.....	1	5	.....	.....	15
New York City Children's, New York county	732	2	155	1	1	5	896
New York City Children's, Kings county	420	.....	105	.....	.....	.....	525
New York City Children's, Queens county	53	4	20	1	.....	6	84
New York City Children's, Richmond county	40	.....	10	.....	.....	5	55
Niagara Falls Police	4	.....	.....	.....	.....	.....	4
Oswego Recorder's	3	.....	.....	.....	.....	.....	3
Plattsburg City	4	.....	2	.....	.....	.....	6
Poughkeepsie City	.....	.....	.....	.....	.....	4	4
Rome City	4	.....	.....	.....	.....	.....	4
Schenectady Police	36	1	13	3	.....	.....	53
Syracuse Special Sessions	15	3	7	.....	.....	.....	25
Troy Police	38	7	7	.....	.....	.....	52
Utica City	41	4	8	1	.....	.....	54
Watertown City	2	.....	.....	.....	.....	.....	2
Watervliet Recorder's	9	.....	3	.....	.....	.....	12
Yonkers Special Sessions	46	4	10	1	.....	90	151
Total for cities	1,698	41	387	16	4	125	2,271

IN TOWNS AND VILLAGES.							
Albany county	7	.....	1	.....	.....	.....	8
Chemung county	.....	.....	.....	.....	.....	1	1
Erie county	.....	.....	1	.....	.....	.....	1
Monroe county	3	3	1	.....	.....	.....	7
Niagara county	.....	.....	.....	1	.....	.....	1
Oneida county	2	.....	.....	.....	.....	.....	2
Saratoga county	.....	.....	2	2	.....	.....	4
Schenectady county	5	.....	.....	.....	.....	.....	5
Haverstraw	2	.....	.....	.....	.....	.....	2
Norwich	1	.....	.....	.....	.....	.....	1
Saratoga Springs	3	1	3	.....	.....	.....	7
Solvay	.....	.....	.....	1	.....	.....	1
Total for towns and villages	23	4	8	4	.....	1	40
SUPREME AND COUNTY COURTS.							
Monroe County, Children's Part	21	.....	5	.....	.....	49	75
Saratoga Supreme and County	5	.....	.....	.....	.....	.....	5
Total for Supreme and county courts	26	.....	5	.....	.....	49	80
Grand total	1,747	45	400	20	4	175	2,391

TABLE 3b.— RESULTS IN CASES OF GIRLS PASSED FROM PROBATION DURING FIRST NINE MONTHS OF 1912.

COURTS.	Completed probationary period and discharged with improvement.	Completed probationary period and discharged without improvement.	Re-arrested and committed.	Removed to other localities with permission of court or probation officer.	Absconded or lost from oversight.	Unstated and other results.	Total.
IN CITIES.							
Albany Police	1	.....	2	1	.....	.....	4
Binghamton City	1	.....	.....	.....	.....	.....	1
Buffalo Children's	5	.....	1	1	.....	.....	7
Cohoes Recorder's	.....	.....	1	.....	.....	.....	1
Jamestown Police	1	.....	.....	.....	.....	.....	1
Mount Vernon City	5	.....	.....	.....	.....	.....	5
New York City Children's, New York county	281	2	34	.....	1	.....	318
New York City Children's, Kings county	85	1	22	.....	1	1	110
New York City Children's, Queens county	3	.....	4	.....	1	9	17
New York City Children's, Richmond county	1	.....	1	.....	.....	3	5
Oswego Recorder's	1	.....	.....	.....	.....	.....	1
Plattsburg City	1	.....	.....	.....	.....	.....	1
Poughkeepsie City	.....	.....	.....	.....	.....	3	3
Rome City	1	.....	.....	.....	.....	.....	1
Schenectady Police	3	.....	2	.....	.....	.....	5
Syracuse Special Sessions	2	1	1	1	.....	.....	5
Troy Police	1	.....	2	.....	.....	.....	3
Utica City	5	1	2	.....	.....	.....	8
Watertown City	.....	3	1	1	.....	.....	5
Yonkers Special Sessions	.....	.....	.....	.....	.....	4	4
Total for cities	397	8	73	4	3	20	505
IN TOWNS AND VILLAGES.							
Cortland county	.....	.....	.....	.....	.....	1	1
Haverstraw	1	.....	.....	.....	.....	.....	1
Total for towns and villages	1	.....	.....	.....	.....	1	2
COUNTY COURT.							
Monroe, Children's Part	1	.....	2	.....	.....	7	10
Grand total	399	8	75	4	3	28	517

TABLE 3c.— RESULTS OF PROBATION IN CASES OF MEN PASSED FROM PROBATION DURING FIRST NINE MONTHS OF 1912.

COURTS.	Completed probationary period and discharged with improvement.	Completed probationary period and discharged without improvement.	Re-arrested and committed.	Removed to other localities with permission of court or probation officer.	Absconded or lost from oversight.	Unstated and other results.	Total.
IN CITIES.							
Albany Police	7	5	1	.....	.....	1	14
Amsterdam Recorder's	10	6	2	.....	2	5	25
Auburn Recorder's	13	5	3	.....	.....	1	22
Binghamton City	.....	.....	.....	.....	1	.....	1
Buffalo Children's	1	.....	.....	.....	.....	.....	1
Buffalo City	605	36	86	6	6	5	744
Cortland City	5	.....	.....	.....	1	.....	6
Elmira Recorder's	.....	.....	.....	.....	1	.....	1
Gloversville Recorder's	11	.....	1	.....	.....	1	13
Ithaca City	3	.....	.....	.....	.....	.....	3
Jamestown Police	1	1	.....	.....	.....	.....	2
Johnstown Recorder's	2	.....	.....	.....	.....	.....	2
Kingston Recorder's	1	.....	.....	.....	.....	1	2
Lackawanna City	3	2	5	2	3	.....	15
Mount Vernon City	27	7	5	5	3	3	50
Newburgh Recorder's	.....	.....	1	.....	1	.....	2
New York City Board of Magistrates, First Division	633	54	177	.....	100	40	1,004
New York City Board of Magistrates, Second Division	1,288	108	81	5	44	48	1,574
New York City Special Sessions, Manhattan and the Bronx	350	.....	22	.....	5	.....	377
New York City Special Sessions, Brooklyn	152	5	11	.....	.....	.....	168
New York City Special Sessions, Queens	20	1	.....	.....	.....	.....	21
New York City Special Sessions, Richmond	17	.....	1	.....	1	.....	19
Niagara Falls Police	7	.....	.....	.....	.....	.....	7
Oswego Recorder's	9	.....	1	.....	.....	.....	10
Plattsburg City	3	.....	.....	.....	.....	.....	3
Poughkeepsie City	7	.....	.....	.....	1	3	11
Rensselaer City	9	.....	3	.....	1	.....	13
Rochester Police	76	.....	21	4	1	1	103
Rome City	15	2	1	.....	.....	.....	18
Schenectady Police	2	2	1	.....	.....	.....	5
Syracuse Special Sessions	49	12	4	.....	4	.....	69
Troy Police	5	.....	.....	.....	.....	.....	5
Utica City	51	13	6	.....	.....	.....	70
Yonkers Special Sessions	22	4	7	1	.....	.....	34
Total for cities	3,404	263	440	23	175	109	4,414

TABLE 3c.—RESULTS OF PROBATION IN CASES OF MEN PASSED FROM PROBATION DURING FIRST NINE MONTHS OF 1912—(*Concluded*).

COURTS.	Completed probationary period and discharged with improvement.	Completed probationary period and discharged without improvement.	Re-arrested and committed.	Removed to other localities with permission of court or probation officer.	Absconded or lost from oversight.	Unstated and other results.	Total.
IN TOWNS AND VILLAGES.							
Albany county	2	.....	.....	.....	.....	.....	2
Chemung county	.....	.....	.....	.....	.....	1	1
Clinton county	1	.....	.....	.....	.....	1	2
Montgomery county	1	.....	.....	.....	.....	.....	1
Niagara county	3	.....	.....	.....	.....	2	5
Oneida county	34	1	2	.....	.....	.....	37
Saratoga county	3	.....	.....	.....	.....	.....	3
Schenectady county	1	.....	.....	.....	.....	.....	1
Warren county	1	.....	.....	.....	.....	.....	1
Westchester county	1	.....	.....	.....	.....	.....	1
Yates county	.....	.....	1	.....	.....	.....	1
Haverstraw	3	.....	.....	.....	.....	.....	3
Norwich	12	.....	1	.....	1	3	17
Saratoga Springs	29	6	7	.....	.....	.....	42
Solvay	.....	.....	1	.....	.....	.....	1
Total for towns and villages	91	7	12	.....	1	7	118
SUPREME AND COUNTY COURTS.							
Albany Supreme and County	12	.....	3	.....	.....	1	16
Broome Supreme	.....	.....	.....	.....	.....	1	1
Cayuga Supreme and County	1	.....	.....	.....	.....	.....	1
Chautauqua Supreme and County	.....	.....	.....	.....	1	1	2
Chenango Supreme	.....	.....	.....	1	.....	.....	1
Clinton Supreme and County	.....	.....	.....	.....	1	.....	1
Cortland Supreme and County	.....	.....	.....	.....	1	.....	1
Erie Supreme and County	64	.....	18	8	14	5	109
Franklin Supreme and County	1	.....	.....	.....	.....	.....	1
Fulton Supreme and County	1	.....	1	.....	.....	.....	2
Genesee Supreme and County	1	.....	.....	.....	.....	.....	1
Livingston Supreme and County	.....	.....	2	.....	.....	.....	2
Madison County	1	.....	.....	.....	.....	.....	1

Monroe County	6	.....	4	.....	.....	1	11
Montgomery County	2	.....	.....	.....	.....	.....	2
New York Supreme and General Sessions	360	17	32	5	6	11	431
Niagara Supreme and County	.....	.....	.....	.....	.....	1	1
Oneida Supreme and County	5	.....	2	2	.....	.....	9
Onondaga Supreme and County	6	.....	3	2	.....	1	12
Ontario Supreme	1	.....	.....	.....	.....	.....	1
Oswego Supreme and County	7	2	1	.....	1	1	12
Otsego County	.....	.....	.....	.....	.....	1	1
Queens County	.....	.....	2	4	1	1	8
Rensselaer Supreme and County	4	.....	5	1	.....	.....	10
St. Lawrence Supreme and County	.....	.....	1	.....	.....	.....	1
Saratoga Supreme and County	3	.....	1	.....	.....	.....	4
Warren Supreme and County	2	.....	.....	.....	.....	1	3
Wayne Supreme and County	.....	.....	2	.....	.....	.....	2
Westchester Supreme and County	2	.....	.....	2	2	.....	6
Wyoming Supreme and County	1	.....	.....	.....	1	.....	2
Total for Supreme and county courts	480	19	77	25	28	26	655
Grand total	3,975	289	529	48	204	142	5,187

TABLE 3d.— RESULTS OF PROBATION IN CASES OF WOMEN PASSED FROM PROBATION DURING FIRST NINE MONTHS OF 1912.

COURTS.	Completed probationary period and discharged with improvement.	Completed probationary period and discharged without improvement.	Re-arrested and committed.	Removed to other localities with permission of court or probation officer.	Absconded or lost from oversight.	Unstated and other results.	Total.
IN CITIES.							
Albany Police	8	7	5	3	6	1	30
Amsterdam Recorder's	2	.....	.....	.....	.....	.....	2
Auburn Recorder's	1	.....	1	.....	.....	.....	2
Buffalo Children's	3	.....	1	.....	.....	.....	4
Buffalo City	61	4	23	2	.....	.....	90
Ithaca City	1	.....	.....	.....	.....	.....	1
Jamestown Police	1	.....	.....	.....	.....	.....	1
Lackawanna City	.....	.....	1	.....	.....	.....	1
Mount Vernon City	2	1	1	.....	.....	.....	4
Newburgh Recorder's	.....	.....	1	.....	.....	.....	1
New York City Board of Magistrates, First Division	380	29	62	2	51	4	528
New York City Board of Magistrates, Second Division	222	13	37	.....	11	19	302
New York City Special Sessions, Manhattan and the Bronx	48	.....	2	.....	.....	.....	50
New York City Special Sessions, Brooklyn	14	.....	4	.....	.....	.....	18
Niagara Falls Police	1	.....	.....	.....	.....	.....	1
Plattsburg City	.....	.....	1	.....	.....	.....	1
Poughkeepsie City	1	.....	.....	.....	.....	.....	1
Rochester Police	8	.....	15	.....	.....	.....	23
Schenectady Police	1	.....	.....	.....	.....	.....	1
Syracuse Special Sessions	12	4	2	.....	.....	.....	18
Utica City	10	1	2	.....	.....	.....	13
Watertown City	.....	1	.....	.....	1	.....	2
Yonkers Special Sessions	2	.....	.....	.....	.....	.....	2
Total for cities	778	60	158	7	69	24	1,096
IN TOWNS AND VILLAGES.							
Oneida county	2	1	2	.....	.....	.....	5
Westchester county	1	.....	.....	.....	.....	.....	1
Haverstraw	1	.....	.....	.....	.....	.....	1

Norwich	1	.....	.....	.....	.....	.....	1
Saratoga Springs	3	.....	.....	.....	.....	.....	3
Total for towns and villages	8	1	2	.....	.....	.....	11
SUPREME AND COUNTY COURTS.							
Albany Supreme and County	1	.....	.....	.....	.....	.....	1
Erie Supreme and County	2	.....	1	.....	.....	.....	3
Monroe County	.....	.....	.....	.....	1	.....	1
New York Supreme and General Sessions	54	1	3	1	2	7	68
Oneida Supreme and County	.....	1	.....	.....	.....	.....	1
Oswego Supreme and County	4	2	.....	.....	1	.....	7
Otsego County	1	.....	.....	.....	.....	.....	1
Queens County	1	.....	.....	.....	.....	.....	1
Rensselaer Supreme and County	.....	.....	1	.....	.....	.....	1
Total for Supreme and county courts	63	4	5	1	4	7	84
Grand toial	849	65	165	8	73	31	1,191

TABLE 4.— NUMBER OF PERSONS REMAINING ON PROBATION ON SEPTEMBER 30, 1912.

COURTS.	Boys.	Girls.	Men.	Women.	Total.
IN CITIES.					
Albany Police	38	5	9	5	57
Amsterdam Recorder's	19	1	22	.....	42
Auburn Recorder's	3	.....	28	1	32
Binghamton City	.....	.....	12	.....	12
Buffalo Children's	302	21	3	6	332
Buffalo City	.....	.....	821	72	893
Cohoes Recorder's	.....	.....	1	.....	1
Corning City	1	.....	2	.....	3
Cortland City	.....	.....	16	.....	16
Elmira Recorder's	1	.....	5	.....	6
Gloversville Recorder's	2	1	13	.....	16
Hudson City	4	.....	.....	.....	4
Ithaca City	3	.....	4	.....	7
Jamestown Police	2	.....	.....	.....	2
Johnstown Recorder's	3	.....	.....	.....	3
Kingston Recorder's	2	.....	2	.....	4
Lackawanna City	8	.....	31	7	46
Middletown Recorder's	1	.....	3	.....	4
Mount Vernon City	39	3	23	4	69
Newburgh Recorder's	14	1	3	1	19
New York City Board of Magistrates, First Division	.....	.....	989	289	1,278
New York City Board of Magistrates, Second Division	.....	.....	1,476	192	1,668
New York City Special Sessions, Manhattan and the Bronx	.....	.....	116	20	136
New York City Special Sessions, Brooklyn	.....	.....	82	10	92
New York City Special Sessions, Queens	.....	.....	16	.....	16
New York City Special Sessions, Richmond	.....	.....	2	.....	2
New York City Children's, New York county	628	83	.....	.....	711
New York City Children's, Kings county	364	77	.....	.....	441
New York City Children's, Queens county	66	13	.....	.....	79
New York City Children's, Richmond county	41	7	.....	.....	48
Niagara Falls Police	1	2	3	.....	6
Oswego Recorder's	2	.....	2	.....	4
Plattsburg City	.....	3	11	3	17
Port Jervis Justice of the Peace	1	.....	.....	.....	1
Poughkeepsie City	2	1	7	.....	10
Rochester Police	.....	.....	94	29	123
Rome City	8	.....	27	4	39
Schenectady Police	58	4	7	1	70
Syracuse Special Sessions	65	25	112	29	231
Tonawanda City	.....	.....	1	1	2
Troy Police	51	.....	3	.....	54
Utica City	20	9	24	6	59
Watertown City	3	2	19	1	25
Yonkers Special Sessions	19	7	43	.....	69
Total for cities	1,771	265	4,032	681	6,749
IN TOWNS AND VILLAGES.					
Albany county	8	.....	.....	.....	8
Cayuga county	1	.....	.....	.....	1
Chemung county	2	.....	.....	1	3
Clinton county	3	1	2	.....	6
Cortland county	.....	.....	1	.....	1
Erie county	1	.....	2	.....	3
Fulton county	3	.....	1	.....	4
Genesee county	.....	.....	5	.....	5
Montgomery county	.....	.....	5	.....	5
Oneida county	3	1	26	3	33
Orange county	3	.....	.....	1	4
Saratoga county	2	.....	4	.....	6
Schenectady county	9	.....	1	.....	10
Suffolk county	7	2	1	1	11
Tioga county	.....	1	2	.....	3
Batavia	3	1	.....	.....	4
Haverstraw	6	1	3	5	15
Malone	4	.....	.....	.....	4
Norwich	1	.....	14	1	16
Saratoga Springs	12	.....	23	1	36
Total for towns and villages	68	7	90	13	178

TABLE 4.—NUMBER OF PERSONS REMAINING ON PROBATION ON SEPTEMBER 30, 1912—(*Concluded*).

COURTS.	Boys.	Girls.	Men.	Women.	Total.
SUPREME AND COUNTY COURTS.					
Albany Supreme and County	.....	.....	20	.....	20
Broome Supreme	.....	.....	7	.....	7
Cayuga Supreme and County	.....	.....	7	.....	7
Chautauqua County	1	.....	.....	.....	1
Chemung County	.....	1	8	1	10
Clinton Supreme and County	.....	.....	1	.....	1
Cortland Supreme and County	.....	.....	3	.....	3
Delaware County	.....	.....	1	.....	1
Erie Supreme and County	.....	.....	290	8	298
Essex County	1	.....	5	.....	6
Franklin County	.....	.....	3	.....	3
Fulton Supreme and County	.....	.....	5	.....	5
Genesee Supreme and County	.....	.....	2	1	3
Jefferson Supreme and County	.....	.....	14	.....	14
Kings County	.....	.....	.....	1	1
Lewis County	.....	.....	2	1	3
Madison County	.....	.....	1	.....	1
Monroe County, including Children's Part	79	10	18	.....	107
New York Supreme and General Sessions	.....	.....	608	38	646
Oneida Supreme and County	.....	.....	40	3	43
Onondaga Supreme and County	.....	.....	27	2	29
Ontario Supreme	.....	.....	1	.....	1
Oswego Supreme and County	.....	.....	34	.....	34
Otsego County	.....	.....	4	.....	4
Queens County	.....	.....	36	.....	36
Rensselaer Supreme and County	.....	.....	8	.....	8
Richmond Supreme and County	.....	.....	1	.....	1
Rockland Supreme	.....	.....	2	.....	2
St. Lawrence County	.....	.....	7	.....	7
Saratoga Supreme and County	.....	.....	15	.....	15
Steuben County	.....	.....	2	.....	2
Suffolk County	1	.....	7	.....	8
Tompkins County	.....	.....	.....	2	2
Ulster County	.....	.....	3	.....	3
Warren County	.....	.....	7	.....	7
Washington Supreme	.....	.....	2	.....	2
Wayne Supreme	.....	.....	1	.....	1
Westchester Supreme and County	.....	.....	12	.....	12
Wyoming Supreme and County	.....	.....	4	.....	4
Total for Supreme and county courts	82	11	1,208	57	1,358
Grand total	1,921	283	5,330	751	8,285

TABLE 5a.— INVESTIGATIONS IN CASES OF BOYS DURING FIRST NINE MONTHS OF 1912.

COURTS.	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Total.
IN CITIES.										
Auburn Recorder's	1	.....	2	2	4	1	2	2	2	16
Buffalo Children's	77	50	62	100	128	128	141	92	113	891
Gloversville Recorder's	.....	.....	.....	3	.....	.....	.....	.....	.....	3
Lackawanna City	.....	.....	.....	.....	.....	.....	.....	1	.....	1
Middletown Recorder's	.....	1	.....	.....	.....	.....	.....	.....	.....	1
Mount Vernon City	.....	3	.....	2	4	2	1	.....	.....	12
New York City Children's, New York county	30	38	356	294	306	279	191	199	166	1,859
New York City Children's, Kings county	6	3	9	5	12	10	21	31	10	107
New York City Children's, Queens county	.....	.....	23	.....	22	5	16	11	9	86
New York City Children's, Richmond county	4	1	10	17	16	4	17	12	6	87
Niagara Falls Police	1	.....	.....	.....	.....	.....	1	1	.....	3
Syracuse Special Sessions	10	10	11	9	8	10	5	6	10	79
Utica City	.....	2	.....	1	.....	4	2	3	2	14
Watertown City	.....	.....	.....	.....	.....	.....	.....	1	.....	1
Yonkers Special Sessions	4	3	6	8	9	4	5	3	5	47
Total for cities	133	111	479	441	509	447	402	362	323	3,207
IN TOWNS AND VILLAGES.										
Oneida county	.....	.....	1	.....	.....	1	.....	.....	.....	2
COUNTY COURT.										
Monroe, Children's Part	8	4	10	14	11	9	10	5	12	83
Grand total	141	115	490	455	520	457	412	367	335	3,292

TABLE 5b.— INVESTIGATIONS IN CASES OF GIRLS DURING FIRST NINE MONTHS OF 1912.

COURTS.	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Total.
IN CITIES.										
Albany Police	12	1	1	1	.....	.....	.....	.....	1	16
Auburn Recorder's	.....	.....	1	.....	1	.....	1	1	.....	4
Buffalo Children's	6	12	18	10	5	12	13	13	10	99
Middletown Recorder's	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Mount Vernon City	.....	.....	.....	.....	.....	1	.....	1	.....	2
New York City Children's, New York county	80	51	106	60	61	39	16	8	6	427
New York City Children's, Kings county	1	.....	.....	1	7	3	3	4	.....	19
New York City Children's, Queens county	.....	.....	3	.....	1	4	2	3	3	16
New York City Children's, Richmond county	2	1	5	.....	.....	.....	.....	.....	.....	8
Niagara Falls Police	.....	.....	.....	.....	.....	.....	1	1	.....	2
Syracuse Special Sessions	9	11	12	13	12	9	9	9	6	90
Utica City	2	.....	.....	1	.....	.....	.....	.....	.....	3
Total for cities	112	76	147	86	87	68	45	40	26	687
IN TOWNS AND VILLAGES.										
Oneida county	.....	.....	.....	.....	1	.....	.....	.....	.....	1
Orange county	.....	.....	.....	.....	.....	.....	.....	.....	1	1
Totals for towns and villages	.....	.....	.....	.....	1	.....	.....	.....	1	2
COUNTY COURT.										
Monroe, Children's Part	5	1	6	2	4	6	1	7	8	40
Grand total	117	77	153	88	92	74	46	47	35	729

TABLE 5c.— INVESTIGATIONS IN CASES OF MEN DURING FIRST NINE MONTHS OF 1912.

COURTS.	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Total.
IN CITIES.										
Auburn Recorder's	3	2	1	3	1	2	1	.....	1	14
Buffalo Children's	.....	.....	3	.....	.....	.....	.....	.....	.....	3
Buffalo City	160	144	174	218	137	177	193	160	239	1,602
Kingston Recorder's	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Lackawanna City	1	.....	.....	.....	.....	.....	2	4	2	9
Mount Vernon City	.....	.....	.....	.....	1	5	.....	2	3	11
New York City Board of Magistrates, First Division	28	33	23	37	29	32	26	29	53	290
New York City Board of Magistrates, Second Division	99	107	116	115	201	222	139	123	149	1,271
New York City Special Sessions, Manhattan and the Bronx	102	121	156	141	172	83	107	97	92	1,071
New York City Special Sessions, Brooklyn	74	66	66	59	50	30	29	45	41	460
New York City Special Sessions, Queens	7	5	7	9	8	7	7	5	5	60
New York City Special Sessions, Richmond	3	1	6	10	3	1	2	3	.....	29
Niagara Falls Police	.....	.....	.....	.....	.....	.....	.....	1	.....	1
Rochester Police	23	.....	.....	21	19	17	23	.....	37	140
Rome City	.....	3	1	.....	1	3	6	3	4	21
Syracuse Special Sessions	6	.....	15	12	9	6	7	5	7	67
Utica City	3	13	2	.....	.....	2	.....	2	1	23
Watertown City	.....	.....	.....	.....	5	3	.....	.....	.....	8
Yonkers Special Sessions	4	6	6	6	10	9	5	6	10	62
Total for cities	513	501	577	631	646	599	547	485	644	5,143
IN TOWNS AND VILLAGES.										
Oneida county	3	6	1	3	1	13	6	2	2	37
SUPREME AND COUNTY COURTS.										
Erie Supreme and County	53	49	58	53	11	63	.....	2	60	349
Jefferson Supreme and County	.....	.....	.....	.....	2	1	.....	.....	.....	3
Monroe County	5	29	23	.....	.....	.....	3	.....	.....	60
New York Supreme and General Sessions	279	249	210	322	215	174	246	148	131	1,974
Oneida Supreme and County	3	4	3	4	7	8	.....	.....	2	31
Total for Supreme and county courts	340	331	294	379	235	246	249	150	193	2,417
Grand total	856	838	872	1,013	882	858	802	637	839	7,597

TABLE 5d.— INVESTIGATIONS OF CASES OF WOMEN DURING FIRST NINE MONTHS OF 1912.

COURTS.	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Total.
IN CITIES.										
Albany Police	.....	37	37	36	48	30	44	44	42	318
Auburn Recorder's	.....	1	.....	.....	.....	1	.....	.....	.....	2
Binghamton City	.....	5	.....	.....	.....	.....	.....	.....	.....	5
Buffalo Children's	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Buffalo City	6	.....	38	36	17	13	19	16	17	162
Lackawanna City	.....	.....	.....	1	.....	.....	1	2	.....	4
Mount Vernon City	.....	.....	.....	1	.....	1	1	.....	.....	3
New York City Board of Magistrates, First Division	126	104	111	150	122	93	91	134	141	1,072
New York City Board of Magistrates, Second Division	131	94	132	124	151	128	121	73	65	1,019
New York City Special Sessions, Manhattan and the Bronx	22	21	19	22	15	12	8	5	22	146
New York City Special Sessions, Brooklyn	28	13	8	12	4	3	8	1	4	81
Niagara Falls Police	.....	.....	.....	.....	.....	.....	1	1	.....	2
Rochester Police	43	39	48	49	55	59	67	61	67	488
Syracuse Special Sessions	14	15	16	9	7	8	.....	10	8	87
Utica City	2	.....	.....	.....	.....	.....	.....	4	.....	6
Yonkers Special Sessions	.....	.....	.....	.....	.....	1	.....	.....	.....	1
Total for cities	372	329	410	440	419	349	361	351	366	3,397
IN TOWNS AND VILLAGES.										
Oneida county	4	.....	.....	.....	.....	.....	1	1	.....	6
SUPREME AND COUNTY COURTS.										
Erie Supreme and County	.....	2	3	.....	.....	3	.....	.....	.....	8
New York Supreme and General Sessions	16	13	13	15	19	14	19	12	9	130
Oneida Supreme and County	.....	.....	.....	2	1	1	.....	.....	.....	4
Total for Supreme and county courts	16	15	16	17	20	18	19	12	9	142
Grand total	392	344	426	457	439	367	381	364	375	3,545

TABLE 6a.— MONEY COLLECTED FROM PROBATIONERS IN FINES DURING FIRST NINE MONTHS OF 1912.

COURTS.	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Total.
IN CITIES.										
Amsterdam Recorder's	$14 00	.....	$5 00	$14 00	.....	.....	$5 00	$14 00	$11 00	$63 00
Buffalo Children's	.....	.....	2 00	4 25	$13 25	$6 50	1 50	1 00	24 00	52 50
Buffalo City	319 25	$294 75	271 50	263 00	241 10	393 01	831 95	616 16	768 00	3,998 72
Lackawanna City	.....	.....	.....	.....	.....	1 50	.....	6 00	.....	7 50
Mount Vernon City	1 00	1 00	.....	25	3 75	8 00	11 00	6 40	3 00	34 40
New York City Board of Magistrates, Second Division	.....	.....	.....	5 00	.....	2 00	.....	.....	2 00	9 00
New York City Children's, New York county	.....	.....	.....	.....	.....	.....	1 00	.....	.....	1 00
Rome City	5 00	.....	.....	.....	.....	.....	2 00	8 00	10 00	25 00
Syracuse Special Sessions	12 00	6 30	90	3 50	30	.....	.....	.....	1 00	24 00
Utica City	1 00	.....	.....	15 00	.....	.....	.....	.....	.....	16 00
Watertown City	.....	.....	2 50	1 50	.....	4 50	2 00	8 25	18 75	37 50
Yonkers Special Sessions	.....	.....	.....	.....	.....	3 00	3 00	2 00	4 00	12 00
Total for cities	$352 25	$302 05	$281 90	$306 50	$258 40	$418 51	$857 45	$661 81	$841 75	$4,280 62
IN TOWNS AND VILLAGES.										
Niagara county	.....	.....	$2 00	$4 00	.....	.....	.....	.....	.....	$6 00
Oneida county	$19 10	$9 50	6 00	3 00	$1 50	$1 50	$11 40	$18 20	$2 00	72 20
Total for towns and villages	$19 10	$9 50	$8 00	$7 00	$1 50	$1 50	$11 40	$18 20	$2 00	$78 20
SUPREME AND COUNTY COURTS.										
Erie Supreme and County	$8 00	$20 00	$16 00	$39 50	$65 50	$41 50	$44 00	$67 00	$39 50	$341 00
New York Supreme and General Sessions	.....	.....	.....	10 00	60 00	30 00	.....	.....	.....	100 00
Total for Supreme and county courts	$8 00	$20 00	$16 00	$49 50	$125 50	$71 50	$44 00	$67 00	$39 50	$441 00
Grand total	$379 35	$331 55	$305 90	$363 00	$385 40	$491 51	$912 85	$747 01	$883 25	$4,799 82

TABLE 6b.— MONEY COLLECTED FROM PROBATIONERS IN RESTITUTION AND REPARATION DURING 1912.

COURTS.	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Total.
IN CITIES.										
Amsterdam Recorder's	.....	.....	.....	$5 00	.....	$15 00	.....	$5 00	$2 00	$27 00
Buffalo Children's	.....	$2 00	.....	71 95	$29 20	5 50	$14 70	14 00	42 75	180 10
Buffalo City	$387 34	153 95	$160 09	202 44	207 35	156 85	399 00	208 23	205 46	2,080 71
Lackawanna City	.....	.....	.....	.....	17 00	14 00	28 00	5 00	7 50	71 50
Mount Vernon City	1 00	.....	25	2 50	2 55	2 00	5 25	.....	2 50	16 05
New York City Board of Magistrates, First Division	1 00	.....	.....	.....	.....	.....	.....	.....	.....	1 00
New York City Board of Magistrates, Second Division	10 00	.....	6 00	32 50	82 00	89 00	119 00	.....	.....	338 50
New York City Special Sessions, Manhattan and the Bronx	.....	.....	.....	43 68	.....	51 97	.....	41 00	.....	136 65
New York City Children's, New York county	.....	.....	.....	.....	.....	.....	10 00	20 00	14 50	44 50
New York City Children's, Queens county	.....	.....	.....	.....	4 00	2 00	.....	.....	.....	6 00
New York City, Richmond county	.....	.....	5 00	.....	.....	.....	.....	.....	.....	5 00
Niagara Falls Police	.....	.....	.....	.....	.....	.....	5 00	3 00	.....	8 00
Rochester Police	3 00	2 00	2 25	22 75	19 00	61 00	30 00	16 50	68 56	225 06
Rome City	1 00	50	.....	1 85	.....	.....	.....	.....	47 00	50 35
Syracuse Special Sessions	2 00	.....	8 00	3 00	.....	2 00	.....	.....	.....	15 00
Utica City	9 00	3 00	8 00	10 00	4 00	3 00	4 00	15 90	1 00	57 90
Watertown City	.....	.....	.....	.....	.....	5 82	5 25	7 65	4 00	22 72
Yonkers Special Sessions	6 00	4 00	7 00	49 00	25 00	32 00	7 75	1 50	20 00	152 25
Total for cities	$420 34	$165 45	$196 59	$444 67	$390 10	$440 14	$627 95	$337 78	$415 27	$3,438 29
IN TOWNS AND VILLAGES.										
Niagara county	.....	.....	$5 00	.....	.....	.....	.....	.....	.....	$5 00
Oneida county	$11 00	$3 00	28 25	$39 00	$7 00	.....	$6 70	$2 00	$1 00	97 95
Saratoga county	.....	.....	2 00	2 00	.....	.....	3 00	4 00	.....	11 00
Total for towns and villages	$11 00	$3 00	$35 25	$41 00	$7 00	.....	$9 70	$6 00	$1 00	$113 95
SUPREME AND COUNTY COURTS.										
Albany Supreme and County	.....	.....	.....	.....	$25 00	.....	.....	.....	.....	$25 00
Erie Supreme and County	$144 75	$140 00	$435 00	$330 50	231 00	$218 55	$237 00	$201 00	$223 30	$2,161 10
Genesee Supreme and County	.....	.....	.....	.....	3 00	19 00	.....	.....	.....	22 00
Lewis County	8 00	.....	12 00	11 00	7 00	.....	8 00	8 00	8 00	62 00
Monroe County	.....	.....	19 00	28 00	50	41 50	43 26	15 75	17 40	165 41
New York Supreme and General Sessions	66 00	101 50	169 00	365 00	104 00	95 95	135 75	138 00	125 00	1,300 20
Oneida Supreme and County	12 00	29 00	35 50	40 50	4 50	4 50	.....	.....	1 00	127 00
Rensselaer Supreme and County	50 00	10 00	.....	8 00	10 00	10 00	10 00	10 00	.....	108 00
Total for Supreme and county courts	$280 75	$280 50	$670 50	$783 00	$385 00	$389 50	$434 01	$372 75	$374 70	$3,970 71
Grand total	$712 09	$448 95	$902 34	$1,268 67	$782 10	$829 64	$1,071 66	$716 53	$790 97	$7,522 95

TABLE 6c.— MONEY COLLECTED FROM PROBATIONERS FOR SUPPORT OF FAMILIES DURING FIRST NINE MONTHS OF 1912.

COURTS	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Total.
IN CITIES.										
Amsterdam Recorder's	.....	$25 00	$66 00	$87 50	$69 00	$66 00	$17 00	$18 88	$41 45	$390 83
Auburn Recorder's	$241 45	280 60	373 65	278 60	381 75	380 10	326 20	335 86	356 75	2,954 96
Buffalo City	1,228 50	1,243 45	1,351 00	1,640 65	1,787 30	1,687 15	2,183 85	2,014 63	2,112 90	15,249 43
Cortland City	50 00	46 50	49 50	23 62	22 75	32 00	29 50	44 00	.....	297 87
Elmira Recorder's	.....	.....	.....	6 00	.....	.....	.....	.....	.....	6 00
Gloversville Recorder's	20 00	10 00	15 00	55 00	20 00	54 00	65 06	43 00	68 40	350 46
Ithaca City	.....	.....	.....	.....	35 00	7 00	2 50	.....	.....	44 50
Lackawanna City	23 00	7 15	.....	.....	17 00	.....	.....	.....	.....	47 15
Mount Vernon City	53 51	43 00	70 52	34 00	70 60	119 25	78 35	35 00	113 50	617 73
New York City Board of Magistrates, Second Division	5,923 96	5,741 32	5,696 02	6,243 47	10 00	12 00	32 00	.....	27 00	23,685 77
Niagara Falls Police	.....	.....	36 00	40 00	20 00	40 00	18 00	.....	.....	154 00
Plattsburg City	86 75	32 00	53 00	53 00	75 75	66 00	57 00	53 25	79 11	555 86
Rochester Police	302 50	319 00	394 00	514 58	370 60	309 00	389 50	331 50	349 55	3,280 23
Rome City	145 00	136 00	195 00	149 00	154 50	130 00	143 00	239 00	163 00	1,454 50
Syracuse Special Sessions	890 50	726 50	860 50	874 60	812 25	873 75	885 00	714 56	905 75	7,543 41
Utica City	36 00	19 00	34 00	44 00	51 50	43 00	18 50	20 00	27 00	293 00
Watertown City	.....	.....	.....	.....	58 00	46 00	24 00	.....	.....	128 00
Yonkers Special Sessions	265 25	373 50	400 50	356 00	359 50	562 00	452 50	466 00	530 50	3,765 75
Total for cities	$9,266 42	$9,003 02	$9,594 69	$10,400 02	$4,315 50	$4,427 25	$4,721 96	$4,315 68	$4,774 91	$60,819 45
IN TOWNS AND VILLAGES.										
Erie county	.....	.....	.....	.....	$55 10	$60 00	.....	.....	.....	$115 10
Oneida county	$52 00	$97 00	$95 50	$78 00	157 00	110 00	$107 00	$139 00	$109 00	944 50
Saratoga county	.....	.....	.....	4 00	2 00	.....	.....	.....	.....	6 00
Total for towns and villages	$52 00	$97 00	$95 50	$82 00	$214 10	$170 00	$107 00	$139 00	$109 00	$1,065 60

SUPREME AND COUNTY COURTS.										
Cortland Supreme and County	.....	.....	.....	.....	.....	.....	.....	.....	$25 00	$25 00
Erie Supreme and County	$442 05	$502 00	$557 00	$575 50	$559 50	$605 00	$578 50	$691 00	579 00	5,089 55
Jefferson Supreme and County	.....	.....	.....	.....	15 00	20 00	.....	.....	.....	35 00
Monroe County	.....	.....	.....	8 50	16 50	.....	.....	4 00	.....	29 00
New York Supreme and General Sessions	121 00	124 00	122 00	119 00	98 00	64 00	104 00	68 00	51 00	871 00
Oneida Supreme and County	.....	.....	15 00	25 00	10 00	.....	.....	.....	.....	50 00
Rensselaer Supreme and County	.....	.....	.....	.....	.....	.....	.....	10 00	.....	10 00
Total for Supreme and county courts	$563 05	$626 00	$694 00	$728 00	$699 00	$689 00	$682 50	$773 00	$655 00	$6,109 55
Grand total	$9,881 47	$9,725 02	$10,384 19	$11,210 02	$5,228 60	$5,286 25	$5,511 46	5,227 68	$5,538 91	$67,994 60

TABLE 6d.— TOTAL MONEY COLLECTED FROM PROBATIONERS DURING FIRST NINE MONTHS OF 1912.

	January.	February.	March.	April.	May.	June.	July.	August.	September.	Total.
Fines	$379 35	$331 55	$305 90	$363 00	$385 40	$491 51	$912 85	$747 01	$883 25	$4,799 82
Restitution	712 09	448 95	902 34	1,268 67	782 10	829 64	1,071 66	716 53	790 97	7,522 95
Support of families	9,881 47	9,726 02	10,384 19	11,210 02	5,228 60	5,286 25	5,511 46	5,227 68	5,538 91	67,994 60
Total	$10,972 91	$10,506 52	$11,592 43	$12,841 69	$6,396 10	$6,607 40	$7,495 97	$6,691 22	$7,213 13	$80,317 37

APPENDIX B.

STATISTICS OF PROBATION OFFICERS FOR YEAR ENDING DECEMBER 31, 1912.

TABLE I.

Note: Salaried county probation officers serving in the courts of certain third class cities are not included as such in this table.

COURTS.	PROBATION OFFICERS HOLDING APPOINTMENTS DECEMBER 31, 1912.					Probation officers discharging duties in 1912.	PROBATION OFFICERS APPOINTED IN 1912.			
	Holding appointments.	Salaried from public funds.	Detailed from other branches of the public service.	Privately paid.	Volunteers.		To fill new publicly salaried positions.	To succeed other publicly salaried officers.	As privately paid officers.	As volunteers.
IN CITIES.										
Albany Police	4	1	.....	.....	3	3	.....	.....	.....	.....
Albany Special Sessions	1	.....	.....	.....	1	1	.....	.....	.....	.....
Amsterdam Recorder's	1	1	.....	.....	.....	1	.....	.....	.....	.....
Auburn Recorder's	1	1	.....	.....	.....	1	.....	.....	.....	.....
Binghamton City	1	.....	.....	.....	1	1	.....	.....	.....	.....
Buffalo Children's	98	3	.....	.....	95	98	3	.....	.....	98
Buffalo City	24	5	1	.....	18	19	.....	.....	.....	13
Cohoes Recorder's	1	.....	.....	.....	1	1	.....	.....	.....	.....
Corning City	4	.....	.....	.....	4	4	.....	.....	.....	4
Cortland City	1	.....	.....	.....	1	1	.....	.....	.....	.....
Dunkirk Municipal	4	.....	.....	.....	4	2	.....	.....	.....	1
Elmira Recorder's	4	.....	.....	.....	4	1	.....	.....	.....	.....
Gloversville Recorder's	2	.....	.....	.....	2	2	.....	.....	.....	.....
Hudson City	1	.....	.....	.....	1	.....	.....	.....	.....	.....
Ithaca City	1	1	.....	.....	.....	1	.....	.....	.....	.....
Jamestown Police	5	.....	.....	.....	5	6	.....	.....	.....	1
Johnstown Recorder's	1	1	.....	.....	.....	1	.....	.....	.....	.....
Kingston Recorder's	1	1	.....	.....	.....	1	.....	.....	.....	.....
Lackawanna City	1	1	.....	.....	.....	1	1	.....	.....	.....
Middletown Recorder's	1	.....	.....	.....	1	1	.....	.....	.....	.....
Mount Vernon City	1	1	.....	.....	.....	1	.....	.....	.....	.....
Newburgh Recorder's	1	.....	.....	.....	1	1	.....	.....	.....	.....
New York City Board of Magistrates, First Division	21	21	.....	.....	.....	33	.....	12	.....	.....
New York City Board of Magistrates, Second Division	29	29	.....	.....	.....	40	.....	11	.....	.....

TABLE I — *Continued.*

COURTS.	PROBATION OFFICER HOLDING APPOINTMENTS DECEMBER 31, 1912.					Probation officers discharging duties in 1912.	PROBATION OFFICERS APPOINTED IN 1912.			
	Holding appointments.	Salaried from public funds.	Detailed from other branches of the public service.	Privately paid.	Volunteers.		To fill new publicly salaried positions.	To succeed other publicly salaried officers.	As privately paid officers.	As Volunteers.
New York City Special Sessions (including Children's Court)	37	32	.....	3	2	40	16	7	.....	1
Niagara Falls Police	8	.....	.....	.....	8	8	.....	.....	.....	.....
North Tonawanda City	1	.....	.....	.....	1	.....	.....	.....	.....	.....
Oneonta City	1	.....	.....	.....	1	1	.....	.....	.....	1
Oswego Recorder's	2	.....	.....	.....	2	1	.....	.....	.....	.....
Plattsburg City	2	.....	.....	.....	2	1	.....	.....	.....	.....
Port Jervis Justice of the Peace	2	.....	.....	.....	1	1	.....	.....	.....	1
Poughkeepsie City	1	.....	.....	.....	1	2	1	.....	.....	.....
Rensselaer City	2	1	.....	.....	2	2	.....	.....	.....	.....
Rochester Police	2	.....	.....	.....	.....	2	.....	.....	.....	.....
Rome City	2	2	.....	.....	.....	1	.....	.....	.....	.....
Schenectady Police	1	.....	.....	.....	1	1	.....	.....	.....	.....
Syracuse Special Sessions	1	.....	.....	.....	.....	.....	.....	.....	.....	.....
Tonawanda City	54	2	.....	.....	52	54	.....	.....	.....	1
Troy Police	1	.....	.....	.....	1	1	.....	.....	.....	.....
Utica City	2	.....	.....	.....	2	2	.....	.....	.....	.....
Watertown city	2	2	.....	.....	.....	2	.....	.....	.....	.....
Watervliet Recorder's	2	2	.....	.....	.....	4	.....	2	.....	.....
Yonkers Special Sessions	2	.....	.....	.....	2	2	.....	.....	.....	.....
	10	2	.....	.....	8	9	.....	.....	.....	5
Total for cities	342	109	1	3	229	355	21	32	.....	126
IN TOWNS AND VILLAGES.										
Albion	1	.....	.....	.....	1	1	.....	.....	.....	.....
Atwater	1	.....	.....	.....	1	1	.....	.....	.....	1
Ausable Forks	1	.....	.....	.....	1	1	.....	.....	.....	.....
Ballston Spa	1	.....	.....	.....	1	1	.....	.....	.....	.....
Batavia	1	.....	.....	.....	1	1	.....	.....	.....	.....
Bemus Point	1	.....	.....	.....	1	.....	.....	.....	.....	.....
Bergen	1	.....	.....	.....	1	1	.....	.....	.....	1
Chasm Falls	1	.....	.....	.....	1	.....	.....	.....	.....	.....
Clarendon	1	.....	.....	.....	1	.....	.....	.....	.....	.....

Dolgeville	1				1	1				1
Fairport	1				1					
Green Island	1				1	1				
Hastings-on-Hudson	3				3					
Haverstraw	1				1	1				1
Hobart	1				1					
La Salle	1				1	1				
Macedon	1				1	1				1
Malone	4				4	4				2
Newark	1				1	1				
Norwich						1				
Oakfield	1				1					
Owego	1				1					
Penn Yan	1				1					
Port Chester	1				1					
Potter	1				1	1				
Rotterdam	1				1	1				
Savona	1				1					
Solvay	1				1	1				1
Stafford	1				1					
Sweden	1				1	1				1
Waverly	3				3	3				3
West Sand Lake	1				1	1				
Woodhull	1				1	1				1
Total for towns and villages	39				39	26				13
SUPREME AND COUNTY COURTS.										
Albany Supreme and County	1				1	1				
Broome Supreme	1	1				1				
Cattaraugus County	2				2	2				2
Cayuga Supreme and County	5				5	2				
Chautauqua County	6				6	4				3
Chemung County	1				1	1				
Chenango Supreme and County	1				1	1				
Clinton Supreme and County	1	1				1				
Cortland Supreme and County	3	1			2	3	1			
Delaware County	5				5	1				
Erie Supreme and County	5	4			1	5				1
Essex County	1	1				1				
Franklin County	11				11	6				5
Fulton Supreme and County	1				1	1				
Genesee Supreme and County	1				1	1				
Greene Supreme and County	3				3					
Herkimer County	1				1					
Jefferson Supreme and County	1	1				1	1			
Lewis County	1	1				1	1			
Livingston County						1				

TABLE I — *Concluded.*

COURTS.	PROBATION OFFICERS HOLDING APPOINTMENTS DECEMBER 31, 1912.					Probation officers discharging duties in 1912.	PROBATION OFFICERS APPOINTED IN 1912.			
	Holding appointments.	Salaried from public funds.	Detailed from other branches of the public service.	Privately paid.	Volunteers.		To fill new publicly salaried positions.	To succeed other publicly salaried officers.	As privately paid officers.	As volunteers.
Madison County	1	1	.....	.....	.....	1	1	.....	.....	.....
Monroe County (including Children's Part)	46	1	1	1	43	15	.....	.....	.....	9
Montgomery County	1	1	.....	.....	.....	1	1	.....	.....	.....
Nassau County	4	.....	.....	.....	4	.....	.....	.....	.....	.....
New York Supreme and General Sessions	8	.....	.....	8	.....	8	.....	.....	.....	.....
Oneida Supreme and County	1	1	.....	.....	.....	1	.....	.....	.....	.....
Onondaga Supreme and County	1	1	.....	.....	.....	1	.....	.....	.....	.....
Ontario Supreme	2	.....	.....	.....	2	1	.....	.....	.....	.....
Orange County	2	.....	.....	.....	2	.....	.....	.....	.....	.....
Oswego Supreme and County	1	1	.....	.....	.....	1	.....	.....	.....	.....
Otsego County	3	1	.....	.....	2	2	.....	.....	.....	.....
Putnam County	1	1	.....	.....	.....	1	.....	.....	.....	.....
Queens County	1	.....	1	.....	.....	1	.....	.....	.....	1
Rensselaer Supreme and County	2	.....	.....	.....	2	2	.....	.....	.....	.....
Richmond Supreme and County	3	.....	.....	.....	3	3	.....	.....	.....	1
Rockland Supreme	1	1	.....	.....	.....	1	1	.....	.....	.....
St. Lawrence County	2	.....	.....	.....	2	2	.....	.....	.....	.....
Saratoga Supreme and County	9	9	.....	.....	.....	8	2	.....	.....	.....
Seneca County	1	.....	.....	.....	1	.....	.....	.....	.....	.....
Steuben County	2	.....	.....	.....	2	1	.....	.....	.....	1
Suffolk County	1	1	.....	.....	.....	1	.....	.....	.....	.....
Tompkins Supreme	1	.....	.....	.....	1	1	.....	.....	.....	1
Ulster County	1	.....	.....	.....	1	1	.....	.....	.....	.....
Warren County	1	1	.....	.....	.....	1	.....	.....	.....	.....
Washington Supreme	1	.....	.....	.....	1	1	.....	.....	.....	1
Wayne Supreme	2	.....	.....	.....	2	2	.....	.....	.....	1
Westchester Supreme and County	30	.....	.....	.....	30	13	.....	.....	.....	13
Wyoming Supreme and County	8	.....	.....	.....	8	5	.....	.....	.....	4
Total for Supreme and county courts	188	30	2	9	147	109	8	.....	.....	43
Grand total	569	139	3	12	415	490	29	32	.....	182

APPENDIX C.

COMPARATIVE STATISTICS OF PROBATION FOR FIVE YEARS ENDING SEPTEMBER 30, 1912.

TABLE 1. PERSONS PLACED ON PROBATION.

YEAR.	Boys.	Girls.	Men.	Women.	Total.
October 1, 1907–September 30, 1908	2,028	160	3,686	2,173	8,047
October 1, 1908–September 30, 1909	1,888	168	5,589	1,470	9,115
October 1, 1909–September 30, 1910	1,987	190	5,307	1,040	8,524
October 1, 1910–September 30, 1911	2,143	346	6,246	1,165	9,900
October 1, 1911–September 30, 1912	3,949	698	8,285	1,755	14,687
Total	11,995	1,562	29,113	7,603	50,273

TABLE 2. PERSONS PLACED ON PROBATION IN THE SUPREME AND COUNTY COURTS OF NEW YORK CITY (INCLUDES COURT OF GENERAL SESSIONS).

YEAR.	Boys.	Girls.	Men.	Women.	Total.
October 1, 1907–September 30, 1908	.....	.....	378	19	397
October 1, 1908–September 30, 1909	.....	.....	1,026	60	1,086
October 1, 1909–September 30, 1910	.....	.....	647	53	700
October 1, 1910–September 30, 1911	.....	.....	706	57	763
October 1, 1911–September 30, 1912	.....	.....	572	43	606
Total	.....	.....	3,329	232	3,561

TABLE 3. PERSONS PLACED ON PROBATION IN THE SUPREME AND COUNTY COURTS OF NEW YORK STATE, OUTSIDE OF NEW YORK CITY.

YEAR.	Boys.	Girls.	Men.	Women.	Total.
October 1, 1907–September 30, 1908	5	.....	27	2	34
October 1, 1908–September 30, 1909	3	.....	213	8	224
October 1, 1909–September 30, 1910	.....	.....	330	5	335
October 1, 1910–September 30, 1911	30	7	365	9	411
October 1, 1911–September 30, 1912	123	14	516	24	677
Total	161	21	1,451	48	1,681

TABLE 4. PERSONS PLACED ON PROBATION IN THE LOWER COURTS OF NEW YORK CITY.

YEAR.	Boys.	Girls.	Men.	Women.	Total.
October 1, 1907–September 30, 1908	683	101	2,554	2,077	5,415
October 1, 1908–September 30, 1909	636	76	3,115	1,256	5,083
October 1, 1909–September 30, 1910	696	83	2,876	848	4,503
October 1, 1910–September 30, 1911	970	255	3,541	915	5,681
October 1, 1911–September 30, 1912	2,604	569	4,872	1,351	9,396
Total	5,589	1,084	16,958	6,447	30,078

TABLE 5. PERSONS PLACED ON PROBATION IN THE LOWER COURTS OF CITIES OTHER THAN NEW YORK CITY.

YEAR.	Boys.	Girls.	Men.	Women.	Total.
October 1, 1907–September 30, 1908	1,314	59	691	74	2,138
October 1, 1908–September 30, 1909	1,228	85	1,161	135	2,609
October 1, 1909–September 30, 1910	1,216	94	1,360	126	2,796
October 1, 1910–September 30, 1911	1,083	81	1,489	177	2,830
October 1, 1911–September 30, 1912	1,139	108	2,166	317	3,730
Total	5,980	427	6,867	829	14,103

TABLE 6. PERSONS PLACED IN LOWER COURTS OF TOWNS AND VILLAGES.

YEAR.	Boys.	Girls.	Men.	Women.	Total.
October 1, 1907–September 30, 1908	26	.....	36	1	63
October 1, 1908–September 30, 1909	21	7	74	11	113
October 1, 1909–September 30, 1910	75	13	94	8	190
October 1, 1910–September 30, 1911	60	3	144	7	214
October 1, 1911–September 30, 1912	83	7	159	20	269
Total	265	30	507	47	849

TABLE 7. INVESTIGATIONS (ENTIRE STATE).

YEAR.	Boys.	Girls.	Men.	Women.	Total.
October 1, 1907–September 30, 1908	.....	.....	.....	.....	.....
October 1, 1908–September 30, 1909	2,129	212	7,721	5,574	15,636
October 1, 1909–September 30, 1910	2,327	275	8,783	5,323	16,708
October 1, 1910–September 30, 1911	1,919	447	9,701	3,657	15,724
October 1, 1911–September 30, 1912	3,775	1,064	10,000	4,472	19,311
Total	10,150	1,998	36,205	19,026	67,379

TABLE 8. MONEY COLLECTED BY PROBATION OFFICERS (ENTIRE STATE).

YEAR.	Family support.	Fines.	Restitution.	Total.
October 1, 1907–September 30, 1908	.....	.....	.....	.....
October 1, 1908–September 30, 1909	.....	.....	.....	.....
October 1, 1909–September 30, 1910	$32,622 28	$1,945 81	$5,009 03	$39,577 12
October 1, 1910–September 30, 1911	68,246 27	3,039 60	9,970 47	81,256 34
October 1, 1911–September 30, 1912	96,689 25	5,879 27	9,612 02	112,180 54
Total	$197,557 80	$10,864 68	$24,591 52	$233,014 00

State Association of Magistrates.
Syracuse, December 6 and 7, 1912.

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APPENDIX D.

PROCEEDINGS (CONDENSED) OF THE FOURTH CONFERENCE OF THE STATE ASSOCIATION OF MAGISTRATES, HELD AT SYRACUSE DECEMBER 6 AND 7, 1912.

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Index of subjects. (*See* General Index.)	

INTRODUCTION.

The Fourth Annual Conference of the State Association of Magistrates met at the Onondaga Hotel in Syracuse on December 6 and 7, 1912, under the presidency of Chief City Magistrate Otto Kempner of Brooklyn. The conference was attended by over fifty persons, of whom thirty-two were magistrates.

Among the features of the conference, in addition to the addresses, discussions and annual dinner, were an automobile trip to Syracuse University and other local points of interest; a visit to the Municipal Juvenile Detention Home and the local courts, and a visit to the State Prison at Auburn.

The officers and executive committee of the 1912 conference were as follows:

Hon. Otto Kempner, Chief City Magistrate, Second Division, New York city, *President.*

Hon. James K. O'Connor, City Judge, Utica, *Vice-President.*

Arthur W. Towne, Secretary, State Probation Commission, the Capitol, Albany, *Secretary-Treasurer.*

Other members of executive committee:

Hon. John J. Brady, Police Justice, Albany.

Hon. Alexander J. Byrne, Police Justice, Seneca Falls.

Hon. Joseph H. McConnell, City Judge, Watertown.

The officers and executive committee elected to serve during the ensuing year are these:

Hon. James K. O'Connor, City Judge, Utica, *President.*

Hon. Benjamin J. Shove, Police Justice, Syracuse, *Vice-President.*

Arthur W. Towne, Secretary, State Probation Commission, the Capitol, Albany, *Secretary-Treasurer.*

Other members of executive committee:

Hon. Otto Kempner, Chief City Magistrate, Second Division, New York city.

Hon. Charles H. Piper, Police Justice, Niagara Falls.

Hon. William Ryan, Police Justice, Solvay.

The time and place of the Fifth Conference has not yet been determined, but it will probably be held in Albany in December. Under an amendment to the by-laws, the police justices of villages, regardless of their population, will hereafter be admitted to membership. The membership is free.

PROGRAM.

FRIDAY MORNING, 11 O'CLOCK.

Automobile trip about Syracuse.

FRIDAY AFTERNOON, 2:45 O'CLOCK.

President's address.

By Hon. Otto Kempner, Chief City Magistrate of the Second Division, New York city.

Announcements and preliminary business.

"Diagnosis of the Condition of Crime."*

Address by Dr. John Koren, Expert in charge of the last United States Census of Criminal Statistics; chairman of the Committees on Criminal Statistics of the American Prison Association, and of the American Institute of Criminal Law and Criminology, Boston.

Discussion opened by Hon. Charles H. Dodd, City Magistrate, Brooklyn.

"A Rational Treatment of Women Offenders."

Address by Dr. Katharine B. Davis, Superintendent of the State Reformatory for Women, Bedford.

Discussion opened by Hon. Isaac Franklin Russell, Chief Justice of the Court of Special Sessions, New York city.

Visit to the Municipal Juvenile Detention Home, the Police Department Building and the Court of Special Sessions.

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* The purpose of Dr. Koren's address will be to set forth the need of more accurate knowledge concerning the amount, nature and cost of crime.

FRIDAY EVENING, 7 O'CLOCK.

Informal dinner.

Address.

By Hon. George H. Bond, District Attorney of Onondaga County; President of the State Association of District Attorneys.

"The Selection of Probation Officers and the Administration of the Probation System."

Address by Hon. Frank E. Wade, Vice-President of the State Probation Commission; Member of the State Commission of Prisons, Buffalo.

"The Use of Probation in Cases of Children."

Address by Hon. Morgan M. L. Ryan, Justice, Children's Courts, Boroughs of Queens and Richmond, New York city.

"The Use of Probation in Cases of Adults."

Address by Hon. Benjamin J. Shove, Justice of the Court of Special Sessions, Syracuse.

SATURDAY MORNING, 9:45 O'CLOCK.

Symposium: Ways and means of (a) raising the standing and efficiency of Magistrates Courts; (b) promoting public recognition of their importance and encouraging proper compensation for the position of magistrate; and (c) furthering uniformity of practice and procedure throughout the State.

Discussion opened by Hon. Thomas H. Noonan, Judge of the City Court, Buffalo; Hon. William B. Moorhouse, Justice of the Peace, Tarrytown; Bailey B. Burritt, Secretary of the Committee on Criminal Courts, New York city; Hon. George C. Appell, City Judge, Mount Vernon; Hon. Edward J. Dooley, Magistrate, Domestic Relations Court, Brooklyn; Hon. William Ryan, Police Justice, Solvay.

Election of Officers, and other business.

SATURDAY AFTERNOON.

Visit to the State Prison at Auburn.

PROCEEDINGS OF THE FOURTH ANNUAL CONFERENCE OF THE STATE ASSOCIATION OF MAGISTRATES.

FIRST SESSION.

Annual Report of the President.

Chief City Magistrate Otto Kempner of Brooklyn (President of the Association): An association that only meets once a year and whose executive committee is restricted to correspondence for the transaction of business cannot expect a very elaborate report from its president and other officers when it assembles for its annual session. In the course of time, if we maintain our organization, means will no doubt be found for steady and systematic work during the long intervals between the yearly meetings, by our standing committees and other agencies that we shall set in operation. But as yet we are in our infancy as an organization, and though we have accomplished some results in the course of our brief history, still we look forward to a future of practical usefulness proving that our sponsor, the State Probation Commission, builded better than they knew when they planned our formation.

At our last annual meeting held in Albany on December 8 and 9, 1911, we adopted a series of resolutions which summarized the most urgent needs in our State in the fields of penal and criminological effort. We declared in favor of a policy of issuing long term bonds by the State as a means for providing funds with which to start the building of new institutions for delinquents, and the enlargement of existing ones; we urged the establishment of a State custodial institution for the treatment of feeble-minded persons convicted of crime; we asked the Legislature to make provision for a State reformatory for male misdemeanants between the ages of 16 and 21; we demanded an appropriation for the enlargement and improvement of the New York State Training School for Girls at Hudson and for the

possible construction of a new training school for girls to be located in the western section of the State, and finally, we requested remedy for existing abuses in relation to the acceptance of cash in lieu of bonds where bail was required, in relation to the acceptance of pleas of guilty, and in relation to the more speedy disposition of criminal cases.

Our resolution proposed further that a general conference be called under the auspices of our association to which should be invited the State Board of Charities, the State Commissioner of Prisons, the State Charities Aid Association, the Prison Association of New York, the State Probation Commission, the Criminal Courts Committee of the City of New York, the Superintendent of Prisons, the Societies for the Prevention of Cruelty to Children, and that these societies should unite and concentrate their efforts toward the accomplishment of the objects and purposes set forth in our resolutions.

I am pleased to report that in pursuance of our call a joint conference was held at the office of the State Board of Charities in New York city on December 22, 1911, which was attended by representatives from all the organizations and departments that had been invited. A committee was appointed by this conference, which after careful deliberations reported a set of resolutions, that in the main repeated the propositions which our association had advanced. Those resolutions were adopted and a committee on legislation was appointed to look after the passage of the desired legislation at Albany.

Among the measures that we advocated were the bills of Hon. George H. Whitney, providing for the establishment of a State reformatory for male misdemeanants and that of Assemblyman John G. Malone amending the Code of Criminal Procedure in relation to the deposit of cash bail. In connection with the latter measure much credit for its adoption is due to the efforts of Justice Robert J. Wilkin, who acted as chairman of a committee of our association and who attended to his duties with his accustomed ability and energy. Our honored ex-president, Justice John J. Brady of Albany, deserves an expression of our appreciation for his alertness in looking after legislation at

Albany, attending committee hearings as our representative and generally watching over the interests of our association.

At our last annual session, Mr. George McLaughlin, secretary of the State Commission of Prisons, called our attention to the defect in the law which forbade the acceptance, until after indictment, of a plea of guilty in cases where defendants are charged with the commission of felonies or serious misdemeanors. This requirement results in great hardship in many counties where grand juries do not hold terms monthly as in our larger cities, and where a person may have to languish in jail for six months and even longer before his case is ready for pleading. To prevent so great an injustice Mr. McLaughlin suggested that the law be amended so as to provide that upon the prisoner's election, the district attorney be empowered to bring him at once before the county judge or other tribunal having jurisdiction of the matter, and that the court be authorized to accept his plea of guilty before indictment. By this arrangement the taxpayers will be saved the expense of maintaining prisoners for long stretches of time after they were willing to acknowledge their offenses and take their punishment.

It is self-evident that Mr. McLaughlin's suggestion if put into practice would effect a greatly needed reform in criminal procedure. A committee of our association has addressed a general letter on the subject to the Bar Association of the State, and the public sentiment which will be awakened in consequence of our agitation will no doubt lead to remedial legislation at the coming session of the Legislature.

As we approach the fourth year of our existence as an association, having during that time developed some strength and influence, we feel that we should direct our attention to the material improvement of the condition of the police magistracy of our State. With that object in view we have provided in our program for a discussion of ways and means to raise the standing and efficiency of the magistrates' courts, to promote public recognition of their importance, to encourage an increase of compensation for magistrates and to further uniformity of practice and procedure in our courts throughout the State.

I sincerely trust that our deliberations on this subject will be enlightening and practically beneficial. Most of you know how ancient and honorable is the post of the justice of the peace, the original germ from which grew the varieties of judgeships, under different titles, which exercise jurisdiction and are concerned with the administration of the criminal law.

The office dates back about six centuries, when it was known in England by the title of guardian or warden of the peace, and as early as 1361, when the Statute 34 Edward III was enacted, it began to be dignified with the appellation of justice. In this country, under the Colonial rule, justices of the peace were appointed by the Governor of the province. When the first State Constitution was adopted in 1777 the appointment of justices of the peace was vested in the council of appointment. The Constitution of 1822 directed that justices of the peace should be nominated for the several towns of each county by the board of supervisors and the county judge thereof for a term of four years. The Constitution of 1846 provided that the electors of the several towns shall at their annual town meetings and in such manner as the Legislature may direct elect justices of the peace for four years.

The present State Constitution, adopted in 1894, provides in article 6, section 17, that the electors of the several towns shall, at their annual town meetings, or at such other time and in such other manner as the Legislature may direct, elect justices of the peace, whose term of office shall be four years. Their number and classification may be regulated by law. In the cities justices of the peace and district court judges may be elected in such manner and with such powers and for such terms, respectively, as are or shall be prescribed by law. Section 20 of the same article provides that no judicial officer, except justices of the peace, shall receive to his own use any fees or perquisites of office. Still another paragraph confers on the Legislature the power of establishing inferior courts of civil and criminal jurisdiction.

I trace these legal provisions regarding the status of the magistrates, not so much for the purpose of showing the antiquity of the position, but more for the reason of making ourselves ac-

quainted with the mode in which the law may be modified to adapt it to present needs. It is plainly apparent that in consequence of the wide scope of power in the Legislature to regulate by statute the number and classification of justices of the peace and to establish unrestrictedly local courts of civil and criminal jurisdiction, a large number of local statutes are enacted, creating new courts in the State, which statutes are rarely uniform, and in fact vary considerably in essential particulars.

This variance must necessarily lead to a chaotic and confusing condition with respect to the administration of the criminal law throughout the State, which is unworthy of our government. It should be our sincerest aim to reform this evil by making the office of magistrate a constitutional one, so that in respect to its power, term and compensation, except in cities of the first class, the position should be absolutely uniform throughout the State.

I know of no judicial office that is of more vital importance to any community than that of the police magistrate. Coke said, "The whole Christian world hath not the like office if duly executed."

It is singular therefore that our Legislature and Constitutional Convestions have hitherto failed to elevate the position to that plane of dignity and honor to which it is inherently entitled by its vast importance. May our discussion lead to a crystalization of public sentiment on the subject and a definite formulation of legal measures that will accomplish the purpose expressed in our program. We are living in a period when more attention and interest are aroused by the economic and sociological aspects of the treatment of crime and criminals than ever before. We should take advantage of this public curiosity concerning criminal affairs by urging the consideration of these legal defects which have kept our criminal courts from attaining to that degree of respect and effectiveness which the proper discharge of their judicial functions imperatively requires that they should possess.

PRELIMINARY BUSINESS.

President Kempner: I will call upon the secretary for such announcements as he may have. We also have a few communications to be read at this time.

(The following communications were read by the secretary:)

"JUVENILE COURT, ALBANY, N. Y.

"JOHN J. BRADY, *Justice.*

"*December* 5, 1912,

"Hon. OTTO KEMPNER, *President, State Conference of Magistrates, Hotel Onondaga, Syracuse, N. Y.:*

"MY DEAR JUDGE.—I think that I do not need to write to you as the President of our State Conference, to express my interest in our Association, or the pleasure that I have always received as a result of mingling with the different members. It is therefore with great regret that I deny myself the pleasure and benefit of meeting with you this year. I had hoped until this afternoon to be with you, but having been detained at home for nearly a week by illness, I think that the part of wisdom is to heed my physician's orders, and they are to the effect that I positively must not leave the house, not to mention the city.

"However, I feel that I want to say a few words to the Magistrates assembled, in the nature of a report, if you will, regarding the efforts made at this end of the line since our last meeting. Two recommendations made to the Legislature have been enacted into law; namely, the Cash Bail Bill and the bill providing for a reformatory for male misdemeanants. At your request, Mr. President, I had the honor of representing our body both before the legislative committees, and before His Excellency, Governor Dix. In each instance I was received with the greatest courtesy, and my words were given earnest attention. By reason of the arguments presented, both at the hearings and through letters received from the various Magistrates and others interested in the measure, these bills were passed by both houses, and eventually signed by the Governor.

"In the naming of the Board of Managers for this institution for misdemeanants, the Governor so far honored this body as to appoint one of its members on the Board, and I have the honor of holding that position. This appointment came, I believe, not by reason of any qualifications enjoyed by me above the other members of our body, but the rather, by reason of the fact that I had the honor of representing you at the various hearings given on the bill. The other members of the Board are as follows: Hon. Cyrus L. Sulzberger of New York, Dr. George M. Parker of New York, James J. Doyle of New York, Prof. L. H. Bailey of Ithaca, and James E. Dougherty of New York. You will recall Dr. Parker from the splendid address he delivered at our last Conference. We have had our first meeting, and another is scheduled for the coming week. As yet we have accomplished little outside of organizing, though Dr. Parker is preparing data which will be useful in determining where the institution should be located. The Governor has suggested

an agricultural school and possibly a school of forestry. I would like to have the benefit of any suggestions which you gentlemen might wish to make as to the nature of the institution about to be created.

"I have one or two ideas which I would like to have discussed, as they have been much on my mind. One is the need of competent interpreters in Magistrates' Courts, particularly in the cities of our State. In regard to this I might say that recently I counted four interpreters in this court at one time, each speaking a different language, and of course each in the pay of one or the other parties to a case. The reliability of such men is to be questioned, yet I have found it impossible to secure any provision for interpreters in this court.

"The other matter was this: Just where does jurisdiction lie in a case of disorderly person, charged by reason of a man failing to provide for his wife and children? Frequently, we have people sent to our court for warrants from other cities, by reason of the fact that the husband is working in Albany, though the home has never been given up in the city from which the complainant comes. There seems to exist considerable confusion as to just where jurisdiction lies. Our course has always been to issue the warrant at Albany, if the parties were resident here at the time the husband left, and the residence has not been abandoned, that is, the wife and family have never been removed from here. However, we recently had a case where a woman was sent to us half across the State to make complaint, because her husband was working here, and had failed to make contributions for her support, though during her whole married life she had never lived anywhere but in the city from which she was sent to us. It seems to me that this is a matter worthy of discussion.

"However, I do not wish to weary you with suggestions which I cannot make nearly so forcefully on paper as I might were I to meet you face to face. Though I am not permitted to gather with you this year, if during the coming legislative sessions there is anything I can do in the way of furthering any recommendations this Conference may make, I shall be glad to be of service. I offer my services thinking that, owing to my location in the Capital city, I might more easily attend to matters than some one not so conveniently located.

"I trust that your meetings will exceed in usefulness any that have been held heretofore.

"Yours sincerely,

"(Signed) JOHN J. BRADY."

"THE AMERICAN HUMANE ASSOCIATION.

"ALBANY, N. Y., *November* 30, 1912.

"Hon. OTTO KEMPNER, *Chief City Magistrate, Second Division, New York City:*

"DEAR JUDGE KEMPNER.— I do not now expect to be able to attend the Fourth Annual Conference of the State Association of Magistrates in Syracuse on December 6th and 7th. Unfortunately, I injured my knee a few days ago and it makes it very hard for me to get around actively, as a cartilage was forced out of place.

"I wish very much that it might be arranged for the State Association of Magistrates to meet in Rochester about the middle of October, next year, when The American Humane Association holds its next annual meeting with representatives from all parts of the United States. I believe that it would be a good thing for some of our people to attend some of these sessions of the Magistrates and for us to plan to have one union meeting in the evening when magistrates and humanitarians may speak, with, perhaps, other allied interests represented. Do you not think that it would be a good plan to follow out this idea?

"We are also planning to have some very distinguished speakers present. I think that the whole thing would lead to greater mutual interest and better public service and could not fail to be mutually profitable.

"Trusting that we may have your co-operation, I am,

"Faithfully yours,

"(Signed) W. O. STILLMAN,
"*President.*"

(Invitations were also read from the Niagara Falls Bureau of Conventions to have the next Conference held in that city; from Mayor Fuhrmann and the Chamber of Commerce of Buffalo to meet in Buffalo.)

President Kempner: Reports of standing committees: I will ask Judge Wilkin to make a report for the special committee on legislation.

Justice Robert J. Wilkin: The president's report has sufficiently indicated the subjects that our committee were given charge of during the year.

In relation to the taking of cash bail in lieu of bail, we found that section 586 could be just added to which would empower the magistrates to take this bond and relieve the condition which was presented to us, and an amendment was added to it, which we agreed to, and then had Judge Brady have it introduced in the Legislature for us.

In the matter of the calling of the attention of the Bar Associations to the condition in relation to having defendants plead guilty in cases of felony, without the necessity of indictment, our committee have reached the conclusion that this will be impossible to remedy unless we can secure an amendment to the Constitution. Section 6, you will remember, provides that no one can be held for a felony except by presentment or indictment by a grand jury. Now we have had considerable correspondence throughout the

country with representatives of the State prosecutors' offices, and we find, I think, that in seven States at the present time they try cases of felony without an indictment, but do try on an information. In the State of Connecticut there is only one indictable offense; that is, murder in the first or second degree. Every other offense is tried after an information filed by the district attorney. Perhaps some similar provision could be made in this State, but to do so, it would require an amendment of the Constitution, and therefore your committee before it sent this letter to the Bar Associations reached that conclusion. We then sent our notice out, a copy of which is attached to the report, asking them to consider the conditions and to make suggestions to your committee or to the association if your committee died before they reached their conclusion. I would say that we have received word from a large number of the presidents of the associations. So far as we have gone, we haven't had any solution other than the one suggested to you a moment ago. The president of the Bar Association in St. Lawrence county, Mr. L. P. Hale, is enthusiastic as to the necessity of some action being taken and he asks that we continue our efforts. Your committee recommends that the interest of this association be continued in this important subject.

(Copy of Letter to Bar Associations.)

ALBANY, *Sept.* 16, 1912.

To the President and Members of the Bar Association of ..... County:

GENTLEMEN.— At the Annual Conference of Magistrates of the State of New York, held at Albany, on the 9th day of December, 1911, Mr. George McLaughlin, Secretary of the State Commission of Prisons, called the attention of the meeting to what he stated was the universal practice in this State, "When a prisoner is charged with a felony or a serious misdemeanor, he cannot plead guilty until after indictment."

The case is best presented in his own quoted remarks: "While this is true, should it be true, isn't it our duty to ask ourselves the question, 'Is this a wise provision of law?' When a man is charged with a crime and has had his examination, then if he desires to plead guilty at once, instead of languishing in jail in some counties from six to eight months before the grand jury meets to take up his case and before he can plead, he should be allowed to plead guilty and receive his sentence at once. Why should not the law provide that, at the prisoner's election, he being a man of sufficient maturity to know his own mind and to be governed by his own judgment, he should be permitted to plead guilty and receive what penalty the law

is ready to inflict on him, rather than keep him housed up in jail, where he is receiving no benefit, and is maintained in idleness at the expense of the taxpayers for months, waiting for his case to come before the grand jury? I think it would be wise to have this law changed, so as to permit the district attorney to bring him at once before the county judge or other tribunal having jurisdiction to sentence him."

The matter was fully discussed and a committee of three was appointed to investigate the subject and call it to the attention of the several Bar associations of the state, with the view to securing, if possible, suitable legislation to remedy such evils as might exist. The Committee communicated with justices, magistrates, district attorneys and other officers in the several counties, with the result that it has been found that many cases of the character described occur each year. It appears that in 1911, 6,657 convictions were had, and of this number 1,193 were after trial, while 5,452 pleas of guilty were received. In some of our counties the grand jury meets but twice a year, early in the spring and late in the fall, an interim of sometimes eight months intervening. The prisoner, therefore, who is held to await the action of the grand jury in such a county, if he is willing to plead guilty and cannot get bail, must be held without action for a long period, when, as a matter of fact, his case could be disposed of were he taken before the county court and sentence be imposed at once.

The hardship is most marked where, on a plea of guilty, it is discovered by the court that a small sentence, or even a suspended sentence, would meet the necessities of the law, and instead of this remedy being applied shortly after the commission of the crime, no action is taken for several months, although the prisoner has been willing and anxious to plead guilty and receive such punishment as the state, in its wisdom, might inflict.

The Committee have carefully examined the statutes and decisions of the state, in the hope of being able to suggest a remedy by legislation, but has been met with the constitutional provision (§ 6, Art. 1, N. Y. St. Cons.) that "no person shall be held to answer for a capital or otherwise infamous crime unless on presentment or indictment by a grand jury."

The practical difficulty in reaching a solution is that all crimes of the grade of felony must be prosecuted by indictment, and no indictment can be found except by a grand jury. In some states there are few felonies, even serious crimes being prosecuted on filing of an information, but in this state it is otherwise.

In accordance with the resolution of the State Conference, may we call your attention to this matter, at the same time soliciting your interest and such suggestions as may present themselves, looking to the solution of this, at times, most serious problem?

(Signed) ROBERT J. WILKIN, *Chairman,*
Justice, Court of Special Sessions, Brooklyn.

JOHN B. M. STEPHENS,
County Judge of Monroe County.

JOHN J. BRADY,
Police Justice, Albany.

OTTO KEMPNER, *ex officio,*
Chief City Magistrate, New York City, Second Division.

President Kempner: The first paper on our program for this session is entitled, "A Diagnosis of the Condition of Crime," and in order that any person may give a proper diagnosis, he should necessarily be an expert. I am sure that the gentleman who will treat on this subject is justly entitled to be designated as an expert.

DIAGNOSIS OF THE CONDITIONS OF CRIME.

Dr. John Koren, Expert in Charge of the Last United States Census on Crime: It is a singularly infelicitous phrase, when the codes designate tribunals like these over which you preside as the "inferior" courts. Technically they may be so, but courts that must be regarded as the very fountain-heads of justice are ill-described when called "inferior." Your courts stand closest to the people; they deal with the largest mass of offenders; and to you come most of the beginners in criminal ways. In a very special sense it is your privilege to impress upon the people that the magistrate represents not merely the official majesty of the law, but fair dealing — justice tempered by common sense clemency.

Yet is it not true that notwithstanding the tremendous social importance of your criminal court work, the public generally is strangely ignorant about your problems and how they are met? And because the public does not know, it often misjudges. One reason for the prevailing ignorance lies at hand. Unless your courts take us into their confidence by carefully telling us about all their doings, we cannot get a correct perspective of the criminality you have to deal with, and of the variety of human elements whose future is so largely in your keeping. We have a right to know. The courts are but our representatives, the instruments delegated to perform our service, and we are responsible with them for the adequacy of the methods and means applied to the task. But how little we know! I would venture a step further, and ask how many magistrates know enough about the results of their work to tell the public whether the fruits of their practice correspond to the theories they have followed and the methods they have used.

My errand here is to make a plea for better information about the conditions of crime in general, and I wish to emphasize that

your own needs are as great as those of the ill-informed public. Let me illustrate by a story. The other day a judge of a higher court, while sitting at table with a group of friends, related with much force and feeling one case after the other in which he had given the defendants the benefit of probation and the suspended sentence, those modern substitutes for old-time penalties. At the end of each recital he asked earnestly, "Did I do right? Was that the proper disposition of the case?" His own conviction had not been shaken; but in the oft-repeated question lay the admission that he could not thoroughly test the results in these cases, that no painstaking records and their analyses enabled him to know what had been the proportion of successes and failures in other similar cases dealt with in the same way. Is not the attitude of this judge typical of the judiciary throughout the land, which has forsaken the tradition that a conviction for crime spells a penalty which can be meted out in an exact quantity, just as one hands goods over a counter? Judges may be fairly comfortable in their convictions, but find difficulty in giving reasons for them.

I am not so much concerned at this moment with a plea for better criminal statistics in general, although surely their lamentable dearth warrants it. Much less would I advocate here what primarily is useful to the pure criminologist. Rather I would illustrate if I can in what important respects carefully kept records and no less thoroughly sifted and analyzed results of various methods (statistics of criminal cases) will help the judge or magistrate in his difficult task. I am not talking now of what are commonly called "statistics," supposed by some to be a black art by which many perplexities are solved, but simply about a systematic method of expressing facts which enables one to take measure of accomplished results. Perhaps I can best lend weight to my remarks by singling out specific problems in your work which are of as great concern to the public as to you.

We habitually picture Justice as a stern figure holding aloft evenly balanced scales; yet it is true that in too many instances Justice exhibits unbalanced scales in case after case through the inequality of sentences imposed for the same offense, committed under similar conditions, and in the commitment of which the social factors did not differ essentially.

I am aware that allowance must be made for the human equation, if not for judicial idiosyncrasies. Nevertheless, it is a grievous thing when glaring inconsistencies occur in the imposition of penalties between two courts of the same jurisdiction dealing with similar groups of offenders. Surely this is not the way to inculcate that popular belief in even-handed justice, which should be one of the great safeguards of our social order. If investigation has shown inequality of sentences to be a far too common evil, it has shown with equal force that the situation almost betters itself as soon as the facts are made known. In other words, a comparative study of sentences imposed for the same offense has in several instances served to unify and to harmonize them in a wonderful degree.

In these United States at least 300,000 persons are annually consigned to prisons and workhouses not simply because they have done wrong, but because they are too poor to buy their freedom through payment of a fine. Here is a monstrous evil, a relic of barbarous times. For what else is commitment for non-payment than imprisonment for debt, a discrimination against the poor devil in favor of his richer brother? The offender with a few dollars in his pocket, or who can wring them from a needy family or long-suffering friends for the benefit of the State, is sent on his way rejoicing; but his companion, less fortunate, is in the name of Justice sent to prison, not for his reformation — that were unthinkable — but to satisfy a money judgment.

Exactly how far this kind of justice prevails in your State I do not know. It is probably not uncommon. Nor is it open to doubt that if the public were fully informed of the wrongs of this system, how futile it is as a means of salvage, and how by it we help to create criminals rather than to save men from future criminality, they would make short shift of this survival of other days. And if the judges took stock of actual results in non-payment of fine cases, I am convinced they would soon become chary of perpetuating the outworn practice of sending men to jail for debt. Here is another promising and little exploited field awaiting the application of the statistical method. First your painstaking records, then their utilization. Do not call this visionary. It is by such means that the abuse of the fine system

has been combated in other places and with emphatic success. I am not to be understood as utterly discarding the money penalty. It has its uses. There are offenders who may effectually be moved through their pocket nerve; but there are ways of doing this without *imprisonment as the alternative,* in case immediate payment is not forthcoming.

An allied subject is that of the definite short-term sentence. Its validity as well as its effectiveness is more and more being questioned. It prevails in this country to an amazing extent. It seems to be regarded as a panacea in the case of numerous misdemeanors and as such often verges on the absurd when applied to the drunkard, the habitual inebriate, who suffers from a pathological peculiarity. If the short-term sentence is really looked upon as a deterrent or as a cure, where is the proof? Meagre records of numbers sent to jail and their offenses mean little. What advantage has the short-term sentence except its convenience in rapidly disposing of a crowded docket? Once more, I ask, why not investigate, make sure, and condemn what may be found unfit to survive?

The judiciary of New York State has gone far in the use of the suspended sentence. Misgivings are not wanting that it may be employed too freely. What justification there may be for this let others decide. Whether the suspension of sentence also invariably means placing the defendant under probationary supervision, or whether he frequently disappears from judicial care until apprehended for a fresh offense, I do not know. But I have searched available publications in vain for convincing proof of the general results attained by suspending sentence. The principal is sound, but is it applied merely as a method of showing leniency or as a wholesome means whereby justice may be satisfied, and at the same time the offender be returned to society, having learned the great lesson that right living is the only safe living? A few isolated examples pointing in one direction or the other are not sufficient evidence. The public is entitled to know all the facts that can be gleaned from carefully kept records and their no less competent compilation and analysis. That the judges themselves must wish the most accurate information upon so vital an issue would almost seem to be a foregone conclusion.

In out-and-out probation cases the accessible evidence is perhaps more complete for your State as a whole, as well as for localities, or for groups of courts. As a firm believer in this newfound substitute for the jail or the fine, I feel that here, also, we are far too prone to work on an accepted theory without trying to test its soundness by a study of the results of actual practice. Conceivably such a study may bring a modification in the theory, or a change in methods of application. We are like a chemist who makes thousands of experiments to attain a desired end, but who neglects to correlate his results and is content with general observations. Probation is a very delicate device that easily may get out of order whether applied to juvenile or adult delinquents. Moreover, it is far from being a perfected device. Probationary care and supervision need to be extended and made more effective. But how can we do so unless, not only through a central body, but in each court, constant effort is made to examine how probation works, laying open to the eye of the judge, as well as to the eyes of the interested public, where are the weaknesses and where the strength of this much-lauded instrument of reform? In the domain of probation work, both for the juvenile delinquents and adults, our information is fragmentary and insufficient; it still awaits thorough application of the statistical method.

Certain phases of procedure should also be taken into account. There is, for instance, the so-called "short affidavit." It is an affidavit simply charging a defendant on information and belief with some specific crime upon which he is usually held for examination; it sets up no fact and does not bind the police officer as to his subsequent testimony. There are doubtless cases in which the short affidavit is necessary; but in relation to the police and their work in the Magistrates' Courts a specific detailed instrument of complaint would seem all-important. Or is it not true, as has often been charged in this as in other States, that the short affidavit opens the door to graft? It is easy to see how the dishonest policeman in collusion with a crafty lawyer may work the trick. The short affidavit is made; the lawyer has the defendant waive examination which does away with all stenographic notes and gives the lawyer and policeman sufficient time between the

date of police court arraignment and the subsequent trial to make any illegal arrangement for a dismissal of the case later on. Is it true that the short affidavit has been used for many years as a means of grafting from thieves? The opportunity would seem to be at hand. When a thief is arrested and is alleged to be a suspicious person without statement of facts or detail, how easy for the crook to bribe the policeman by having the latter move to dismiss the complaint for a price. But when a specific affidavit is required, setting up the evidence, this door to dishonesty is not left wide open because the policeman would be bound by his affidavit at the time of trial. The subject merits close scrutiny. Other things aside, these short affidavits since they disclose no facts are a disturbing element in any study of court cases, as they simply swell the column of the "not known."

It may seem to you that I have strayed far from the title of my address as given on the program. You will bear with me for having chosen to illustrate the need of more accurate information about the crime problem by showing how intimately it applies to some of the most significant aspects of the work of the criminal courts.

Much is being said, and a great deal of it unwisely, about the volume of crime. Perhaps most of us are rather disturbed about it, but the efforts on the part of the authorities to get at the facts are exceedingly sparing. That the cost of crime, according to its pecuniary measure, is appalling, has become a commonplace. Yet we bear what is really an intolerable burden without much complaint. At all events we are not moved by it to demand searching inquiry into the conditions that make for criminality.

In regard to the nature of crime, meaning thereby the different manifestations of criminality and their kinds, we are hardly acquiring rudimentary knowledge. It is possible in this country to secure competent statistics of prisoners, but that does not help us far. If most criminals were eventually placed behind the bars, we should have easier access to some of the things we want to know. Even so we should be compelled to look to the criminal courts as the chief source of information. Their records must supply us with the measure of the extent of criminality, and what is infinitely more important, with a measure of the validity and

effectiveness of the methods by which we seek to repress crime. And then, when we have done these elementary things, the time will be ripe for something more specific.

It is beginning to be recognized that in dealing with a not inconsiderable portion of criminals our methods are seriously at fault, because the persons concerned are not normal and therefore should not be subjected to the usual penal methods. In other words, in many instances, the courts habitually deal with symptoms of a condition rather than with the condition itself. This doctrine is not yet generally accepted. How can the public be expected to accept it when the courts themselves do not recognize mental abnormality as one of the things to be considered in dealing with offenders, and even make little effort to ascertain what we accomplish through present working methods?

Perhaps in regard to no other great social problem are we so curiously ignorant as in regard to crime, especially in this country. It would be foolish to try to fix the blame for this, since all intelligent citizens must share it. It may be in this instance that the apparent familiarity with the situation has bred disregard for more accurate knowledge.

What is the remedy? The men who sit as judges in criminal courts cannot be expected to burden themselves with research in criminal matters. But we do look to them for intelligent interest in all the data that go to make up records of criminal cases, and that they shall insist upon the accuracy and completeness of such records. Then comes the question of sufficiently expert help for the best utilization of the information gathered. It would be chimerical to suppose that each court or groups of courts should be able to supply it. That is the business of the State, and to be accomplished through a properly equipped bureau of criminal statistics. Should the Empire State baulk at the cost? Millions are asked each year for the apprehension of criminals, their trial, eventual custody and reformation, but how much for the acquirement of well-ordered information, so that all their work may be efficiently done? It is not a question of enabling criminologists to indulge in fanciful speculations, but simply of knowledge that may serve you in the daily task and help educate the public.

I am sure you give assent to the things for which I have endeavored to plead. The demand I have voiced is far from new. When will it become imperative? The answer lies in the final analysis with the judiciary.

President Kempner: The discussion of Dr. Koren's paper will be opened by Magistrate Charles H. Dodd of Brooklyn, whom I now introduce.

City Magistrate Charles H. Dodd of Brooklyn: I wish there were more people who shared the opinion of Mr. Koren that the courts over which we preside are not as inferior as their name would seem to indicate. The so-called local courts of inferior civil and criminal jurisdiction are the courts which are closest to the people, and are indeed the "poor man's courts." It is in these courts that a very large class of our people get their impressions of the administration of the law and their only idea of the institutions of the land in which they live. It is important that our courts should be conducted with dignity, and that they should be well-housed. How can we expect strangers from other lands to have respect for our courts or for the law, when it is administered in buildings which are dirty, foul and ill-ventilated? It may be that we ourselves are largely responsible for the conditions which exist, because we do not take the public into our confidence and try to impress upon them the necessity for improvement in the physical condition of our courts. It may be also that what Mr. Koren says is true, that we do not take the public into our confidence as to our doings. They certainly have the right to know what is going on in our courts, and we should tell them; we should keep them fully informed as to the work we are doing and the results we are striving to accomplish, and we can do this only through the publication of the statistics of our courts. I do not think that any of us will deny the necessity for the keeping of statistics of crime and criminals, and that the statistics collected by the Secretary of State under the provisions of the law are of little or no value.

In its last report to the Legislature, the State Probation Commission suggested the necessity of collecting and compiling proper police statistics, and that some State department should be required to do this work. The report contains the following state-

ment: "There are no statistics, for instance, that show the extent of crime, the number of arrests, arraignments or convictions," or the cost of crime. The statistical report of police departments and of courts, with rare exceptions, lack completeness and uniformity and often cannot be obtained. There is nobody in this State charged with the duty of collecting and compiling police statistics. The statistics of convictions and sentences collected by the Secretary of State under the provisions of the Criminal Code do not apply to all courts in the State, and their inadequate classification and lack of analysis make them of small value." The aim of the law is not only to punish persons guilty of crime, but also to reduce the number of crimes committed. It is for the latter end that the statistics are of value, to ascertain when possible the cause of crime, and when ascertained to provide a method for checking it; but to be of any value at all, statistics must be accurate, complete and uniform. They must accurately show what classes of crime are most frequently committed in a given community and the punishment inflicted, and then it may be possible to ascertain whether such punishment results in the increase or decrease of such crime in that particular community. They should be accurate in showing what class of our inhabitants is most given to certain crimes, and the history of the criminals themselves. They should completely give the necessary data both as to the crime and the criminal.

The care and treatment of delinquent defectives is a matter that has lately received and is now receiving very thoughtful consideration throughout the land, and the statistics with reference to such persons, their family histories and environments are of the utmost value in determining the proper method of protecting the State against the criminal propensities of these unfortunates. There are many of us who believe that these persons should be committed to custodial institutions, and that their commitments to reformatories and penal institutions as a punishment for crimes committed by them is unwise from more than one point of view. In the reformatories they seriously interfere with the work of the inmates who really have a desire to reform and are honestly trying to fit themselves for honest and useful lives. These institutions have no means of giving them proper

medical and psychopathical treatment, and their confinement in prison and treatment there often tend to seriously aggravate their trouble and make them more dangerous when they are released at the end of their term. Here in this great State of New York we have no institution to which such offenders may be committed. The proper treatment of these persons is a problem which has forced itself upon the courts, and with which we must seriously concern ourselves. Persons who have made feeble-mindedness a study have stated that 25 per cent. of all crime is committed by this class, but we have no accurate statistics on the subject. Complete and accurate statistics would be of very great value in determining the proper treatment of these persons.

Mr. Eugene Smith, the president of the Prison Association of New York, in his address before the American Prison Association about a year ago, says that from examinations conducted by the New Jersey State Reformatory, at Bedford and in the Tombs Prison, it has been found that a large number of the prisoners are mentally defective and below the line of criminal responsibility for their acts, and urged the legislative adoption of a system requiring medical and psychopathic examination of all persons placed on trial or imprisoned for crime. "The contemplated examinations," says Mr. Smith, "may furnish a mass of data for the establishment of a new department in the science of criminal statistics."

There is another subject on which the value of statistics must be apparent to us, and that is with reference to the efficacy of suspended sentences and the probation system. I am a firm believer in probation, yet I do not know the exact value of it as a means of preventing crime and restoring probationers to good and useful citizenship. I have seen some excellent results from it, and results that were not so good, but with complete and accurate probation statistics and a power in the magistrate to parole or remand a defendant for sentence, after conviction, and pending an investigation of his record, career and environments, the magistrates will be able to more intelligently determine the proper punishment to inflict. This will tend, I believe, to greatly increase the efficiency of our courts and make for more consist-

ency in the imposition of penalties in courts of the same jurisdiction dealing with similar groups of offenders.

The statistics to be useful at all must be uniform throughout the State. In order to secure this uniformity, the institution of a bureau of statistics will be necessary. I believe the good results obtained from such an establishment will more than repay the State for the small expense of maintaining it.

At our conference last year we passed resolutions urging the Legislature to make provision for the establishment of a State reformatory for misdemeanants between the ages of 16 and 30 years, and an institution for the care and treatment of offenders who are feeble-minded and mentally defective. I believe that if proper statistics were kept of these classes of offenders it would require very little urging on the part of those interested in the establishment of these institutions to secure from the Legislature the necessary appropriation for their establishment. This necessity was very forcibly called to my attention several days ago when I had arraigned before me a boy charged with stealing a horse and carriage. When he was brought from the detention pen he appeared to me to be not more than fourteen years of age, and I told the officers that I thought they had him in the wrong court. They produced a baptismal certificate which showed the boy to be in his seventeenth year. I asked if they had informed his parents of his arrest, and they informed me that they had seen his mother who told them his father was dead, and that she did not care to bother with him; that the boy had been convicted of juvenile delinquency and committed to the Protectory. When called upon to make his statement at the examination he admitted that he had taken the horse and wagon. A further investigation into the matter disclosed to my entire satisfaction that this boy's case was one of arrested development; that he was abnormal and had a propensity for crime, which made his further continuance at large a serious danger to the community. He was over sixteen years of age and unquestionably guilty of the crime with which he was charged, and there was nothing for me to do but to hold him for the grand jury. He will probably be convicted, and after his conviction I know of no place for him but the Elmira Reformatory. If he were sent to a

custodial institution and given proper treatment, it is possible that he might be saved for a useful life. You can see how valuable would be the statistics as to the care and treatment of this boy and how necessary it is for his proper treatment to have his full family history and to learn of his environments.

This is but one of the many cases which are coming before us all the time, and show the urgent necessity of serious consideration of these problems. I believe that our committees should again take these matters up and earnestly and heartily co-operate with other bodies who are interested in the establishment of these institutions. I would also suggest the appointment of a committee to consider the possibility of securing more uniformity in the classification of offenses, and the compilation of complete, accurate and uniform statistics of crime and criminals in this State.

THE RATIONAL TREATMENT OF WOMEN DELINQUENTS.

President Kempner: Any one who has visited and inspected the State Reformatory at Bedford must have left there with conviction that it is one of the best institutions in this State, if not in the whole nation. The person who made that institution what it is is the superintendent. Those who know the superintendent — know her mental attainments, her professional skill, and her personality — will be strongly reminded of another lady who has won national, if not international, distinction, Jane Addams. The Jane Addams of the East is Miss Katherine B. Davis, whom I have the pleasure of introducing at this time.

Dr. Katherine B. Davis, Superintendent of the State Reformatory for Women, Bedford: The size and character of the problem of the woman delinquent differentiates it from the problem of the man criminal, and warrants its consideration as a thing apart.

According to the latest figures in my possession, the number of prisoners in custody at a given date in the county jails, district prisons, workhouses, county penitentiaries, State prisons and State reformatories for men and women in New York State was 13,280. Of these, 1,620 were women, or women formed but 12 per cent. of the total prison population. Comparing, however, the number of those entering these institutions in a given year the percentage of women is much higher, being 23 per cent. of the whole. These

figures show that numerically the problem of the women delinquent is not as serious as that of the man criminal. An analysis on the basis of the character of the offenses committed brings out another phase of the question.

On September 30, 1910, there were in the State prisons, State reformatories, penitentiaries, county jails, and workhouses a total of 12,017 individuals, of whom only 1,444 were women; this again is about 12 per cent. With the exception of those in the county jails the persons incarcerated were all serving sentences. The tables do not show the number of those awaiting trial in the county jails as separate from those serving sentences, but as the proportion between the number of men and women in the jails does not vary greatly from the proportions of the total numbers, this will not much affect percentages.

Persons convicted of felonies and misdemeanors are sent to the State prisons, State reformatories and penitentiaries. Those convicted for minor offenses serve their terms in the county jails or workhouses. Of the men in the former group there are 8,664 individuals; that is to say, 78.9 per cent of the men prisoners were serving for felonies and misdemeanors, while of the women in the State prisons, penitentiaries, and those in the State reformatories serving for misdemeanors and felonies the number amounts to only 498, or 34 per cent. In other words, felons and misdemeanants form nearly 80 per cent. of our male prison population, while of the women only 34 per cent. are convicted for the major offenses.

A study of over twelve years of the women convicted in the courts of New York city convinces me that by far the greater proportion of the women convicted of felonies are women who are leading immoral lives; probably, again, in a high percentage of cases the lives of actual prostitutes. An intensive study of 590 cases of women prostitutes from New York City who have been sentenced to Bedford show that thirty-two and a fraction per cent. were committed for misdemeanors and felonies, the remainder for offenses connected with sexual immorality. Of these, thirteen were convicted of being habitual drunkards but by their own admission all were living the life of prostitutes. A comparison of the statistics furnished in the last annual report of

the State Probation Commission shows that of the women placed on probation 20 per cent. were guilty of misdemeanors, 1.6 per cent. of felonies and of the balance, 29 per cent. for prostitution, 21 per cent. for disorderly conduct and 22 per cent. for public intoxication. My experience would lead me to believe that a very large proportion of those convicted of disorderly conduct and public intoxication were immoral women.

Of the men 40.5 per cent. were convicted of felonies and misdemeanors, 3 per cent. of public intoxication, 20 per cent. of disorderly conduct and 25 per cent. for non-support of families.

There is little doubt in the minds of those who have had much experience in dealing with women delinquents that the fundamental fact is that they belong to the class of women who lead sexually immoral lives. This is probably true also of the criminal man but no statistics can be had on this point, and unless men can be proved to have engaged in the white-slave trade or to have lived upon the earnings of prostitution nothing can be done by law. The women delinquents form, therefore, a more or less homogenous class, and any scheme for their rational treatment should take into account not the character of the offense committed but the character and needs of the individual woman. Whatever treatment we impose should be made to fit the criminal rather than an attempt to make the punishment fit the crime. There can be little doubt but that a logical plan worked out along these lines would result in the best possible protection to society from this class of offenders.

As an illustration of the futility of present methods we might call attention to the fact that out of the 590 women committed to Bedford, to whom we have referred above, there are only 240 individuals, or 41 per cent., of whom we have been unable to find a previous history of delinquency. In a considerable proportion of these cases we simply cannot get back of the girl's own admission. Of the remaining 59 per cent., or 347 individuals, we know that 44 have served two sentences for delinquency previous to being committed to Bedford. Among the 44 such records as this are not uncommon:

One individual: Nine arrests, two terms at the House of Good Shepherd and two terms at the workhouse.

Another individual: One term on Randall's Island, two terms at the House of Good Shepherd, "many times at the Raymond Street Jail."

Another individual: One term at the House of Good Shepherd, four terms on the island, five other arrests.

Another individual: Two terms at the Hudson House of Refuge, one term at the workhouse, three arrests and a second commitment to Bedford.

In the year ending August 31, 1912, in the Women's Night Court statistics of finger prints show that of 4,000 individuals 47 per cent. were finger printed for the second time at least in the two years; 296 individuals, or 15 per cent., had been finger printed five times and over in two years. The records from other parts of the State and for all our institutions for women will develop similar facts.

The conclusion from the data at our command is that present methods are totally inadequate to deal with the situation. A very large proportion of the women convicted are not deterred by their punishment from repeating the offense, and society is as truly obliged to support these women as if they were publicly provided for.

Again, studies already made in institutions for delinquent women both in this State and elsewhere show a high percentage of mental defectives. This means women who are not superficially different from other women, but who have the minds of children and who bring into the world illegitimate children who, if the laws of heredity mean anything, are liable in their turn to become a burden upon the community. The studies made by Dr. Goddard, of Vineland, Dr. Davenport, of Cold Spring Harbor, and others, as well as the study of our own field workers on typical cases among our inmates show very plainly the relation between delinquency and degeneracy. Among the 590 cases of prostitutes above referred to we estimate 106 as so feeble-minded as to be unlikely ever to maintain themselves in society; 20 others were insane and have been transferred to asylums for the insane; 7 were epileptic; 13 were the so-called border-line cases, and so on.

The understanding of criminal philosophy has made long strides in the last decade. Plans, which in this country at least, would

have been received as too visionary for consideration now meet at least with a respectful hearing. It is, therefore, not beyond hope that a carefully considered plan for the rational treatment of the women delinquents of the State of New York might be made with some hope of awakening sufficient public support to carry it through. If any apology is necessary for presenting a tentative plan to such a body as this it lies in my deep interest in the matter and as careful a study of the conditions involved as has been possible.

The plan includes:

First.— The limiting of functions of all courts which deal with women solely to determining the question of their innocence or guilt, and sentencing them to the custody of a commission.

Second.— The establishment of a State commission into whose care all women delinquents should be given as soon as convicted.

Third.— This commission might consist of seven members — two from each of the three districts into which the State would be divided and one commissioner at large. The commission should be absolutely nonpolitical in character — probably appointed by the Governor of the State — one member to be appointed each year to serve for a term of seven years, and they should be men and women fitted by training and experience for so important a duty. Preferably, I would have such a commission composed of three men and four women. The State could be divided into three districts. The first district to consist of Greater New York, the remainder of Long Island, and Westchester; the second and third districts would comprise the balance of the State, so divided as to give practically the same population to each division.

The commission plan will not seem so radical as it would a few years ago. Such a plan was proposed by myself two years ago so far as the delinquent woman of New York city was concerned, and this plan has met with at least respectful consideration in a good many quarters. At the last annual meeting of the Institute of Criminal Law and Criminology a commission plan for the care of men was suggested by the superintendent of the State Reformatory for Men in Minnesota, who is an authority on penology.

Fourth.—At a central point in each district, but outside of a city, the commission should locate a clearing house. Through these clearing houses all women convicted in each district should pass. Each clearing house should have a staff consisting of an expert physician, or physicians, a psychologist, and field workers. As a result of their study of the individual cases, the women would be assigned by the commission to the proper institutions. The commission would be responsible for the work of the clearing houses; would appoint the heads of each, subject to civil service regulations. It is hoped with the desirable proviso that all scientific positions will be open to competition from any qualified person whatsoever, regardless of State boundaries.

Fifth.— Co-operation should be provided for between the commission in charge of delinquent women and the State Probation Commission whereby the latter would be directly responsible for the women placed on probation. All persons who were found, on the clearing-house examination, to be of fair mentality, capable of self-support, and otherwise suitable for probation would be immediately turned over to the State Probation Commission.

Sixth.— The women's department in all our county penitentiaries, in the New York workhouse, and in our State prison should be abolished. Women should be detained in the county jails and city prisons (preferably in all of the larger cities in detention houses specifically for women) only until they had been judged guilty by the courts.

Seventh.— The using of private institutions only for the care of delinquent girls under sixteen years of age, making the State responsible for the care of all adult women law-breakers.

Eighth.—A change in the law whereby with proper safeguards all sentences for women should be absolutely indeterminate. The law to provide the conditions under which parole and final discharge should be made.

Ninth.— The more rational use of the existing State institutions for women and the establishment of such other institutions as would be necessary to carry out the plan.

For the State at large it would be necessary to have a farm colony for defective delinquents. Letchworth Village will be prepared to take care of the feeble-minded non-delinquents. For

reasons brought out at the recent State Conference of Charities and Corrections, institutions for the feeble-minded will be greatly handicapped in their efforts to segregate this dangerous portion of our population if the situation is complicated by presence of the women of the character of the feeble-minded delinquent. One such farm colony, centrally located and organized on proper lines, would, I should think, serve for the entire State.

The new State Farm for Women over thirty years of age at Valatie could be developed so as to provide for the care of all women offenders over thirty years of age who have been convicted five times or over, striking out from the law the provision that the five convictions must be within a two-year limit. This would practically mean custodial care of the proved incorrigible.

Each of the three districts should have its reformatory which should be a purely educational institution teaching suitable industries. To these reformatories only women should be committed who are mentally capable of being trained to lead a self-supporting life.

I, personally, believe that the day will come when we will do entirely away with determinate short sentences in the treatment of any offender. Until this time comes, it will probably be necessary to provide a substitute for the workhouses, county jails, and similar places. This substitute would preferably be a farm colony in each of the three districts. Where sentences are short, it is almost impossible to teach trades. Farm work, including dairying, poultry raising, etc., affords a variety of labor at which unskilled persons can be occupied with benefit to their health and with profit to the State, as the products of their labor decreases the cost of maintenance.

In the reformatory institution there is no question in my mind of the advisability of the genuinely indeterminate sentence. The prisoner should recognize that her only hope of freedom is in preparing herself to lead an industrious, self-supporting life. The hope of this should be kept ever before her.

I should recommend that each of these reformatory institutions have its resident parole officer who would, however, work in harmony with the State Probation Commission as suggested recently by Mr. Wade. To my mind, the personal knowledge of the

character and needs of the individual, which is gained by actual living in the institution, is an important requisite to the successful placing of women specially. Advantage of the machinery of the Probation Commission could, however, be taken where it was desirable to send women on parole from one section of the State to another.

Under this system it would be possible where there were new developments in any case, or where it was found as a result of experience that a particular woman was unsuitably placed, that she could be returned to the Commission for transfer to one of the other groups. Women adjudged insane could then, as now, be transferred directly to Matteawan.

The advantages of this plan would be many. In the first place, it would secure uniformity of action and treatment throughout the State. In the second place, it should afford the possibility of a much more careful and specialized training for the hopeful cases by relieving the educational institutions of much that is now simply dead weight. It would remove permanently from the community the feeble-minded delinquents who are now generally recognized as a social menace, and would relieve the State from the ever-increasing burden of the support of their illegitimate children. Furthermore, in my judgment, such a policy, thoroughly carried out, would do more to rid the streets of New York and our other large cities of soliciting, loitering and public vice than anything that could be devised. There is nothing the common prostitutes fear so greatly as to know that if she offends and is caught, she will be subject to the possibility of prolonged confinement.

I believe in the long run the expense to the State would be lessened. For one thing, we would no longer have to maintain the woman's department in our jails, Auburn prison, city workhouses and penitentiaries, and the cost of repeated arrests and convictions would be cut out. The incidence of support would be something to be carefully considered. It would probably have to be borne by the counties pro rata for the number of its convicted women — somewhat on the same plan as our State custodial asylums are now managed.

It might well be that the proposed custodial institution, the farm colonies and the State farm for habitual offenders should be under the exclusive jurisdiction of the proposed commission, but it would seem to me well to retain the special boards of managers for the reformatory institutions. In these, the most important work, a specialized work, will have to be done and the management should be sufficiently free of other responsibilities to devote all its energies to devising and perfecting the most approved educational systems.

This plan is offered, not with any idea that it can be adopted in its entirety, nor that it would not need modifications in the working out in its detail. Something of the sort, it seems to me, is bound to come sooner or later, and it is well to have a comprehensive plan before us as an ideal. No such plan will bring about the millennium. State institutions will have to exist until the time comes when through preventive measures, of which the education of both men and women in self-restraint, purity and social consciousness form the chief part, we shall have brought about the righteousness for which we all are working together in our individual fields.

Chief Justice Isaac Franklin Russell of the Court of Special Sessions, New York City: I heartily concur with those who say that short term sentences do not abolish crime. In the reports of the Page Commission, out of which came the great statute from which Judge Kempner and others present emerged into the limelight, there are records of several persons who have received over two hundred short term sentences each.

Criminal statistics, of course, are very important. We have an offense known as adultery, created by the Legislature within the last two or three years, and within the limited jurisdiction over which my court has authority, you will be glad to hear that not more than six persons have been convicted in the last three years of this offense. So there are at least some of the virtues of our fathers that we hold safe and secure, although it may be obvious to you that this figure shows the insufficiency of statistics alone as an index of what is going on in the world.

This commission suggested by Dr. Davis, these institutions, these farms, these statistics, will not produce the millennium. I

have no doubt that the daughters of Noah will get their victims among men as years go on, and when this splendid city with its hotels and universities, will hereafter welcome those who succeed us, they will be dealing with the same problem that confronts us. But, though we cannot produce the millennium, though the genius of Jane Addams and Katherine B. Davis — those names that are properly linked, two women, heroic and scholarlylike — will not enable us to devise a perfect scheme, humanity will yet make its slow and steady progress towards better things.

Now, as to this scheme, I want to say I have no word of criticism. I think it was about 1 o'clock when my friend told me that I would have the pleasure of looking into your faces and seeing this august body that represents criminal justice from Montauk Point to Niagara Falls; I had the opportunity of reading this learned paper of Dr. Davis and I have no word of hostile criticism. The first thing that occurred to me was that under its provisions we are shorn of an immense lot of our power; that we pronounce guilt and turn over to a commission our judicial functions; and a large amount of arguments came to me, uncertain things, undigested, the spontaneous uprisings of an unprepared mind. Now, the elaboration of all this detail, whether there should be three or four districts, or what should be the proportion of men or women on this commission, is a matter about which I do not wish to commit myself, but as to the splendid outline I think our eloquent and learned speaker is entirely and absolutely in the right.

I want to say one thing and that is that Dr. Davis' paper suggests the true method of treatment of what we call the disorders, the unfortunate happenings that take place; namely, that they ought to be treated pathologically instead of morally; and that our hope, as far as I can see it, is in the establishment of just such a laboratory as is made possible by Dr. Davis' friend, whom she did not mention, Mr. John D. Rockefeller, Jr., who has laid down some $50,000 or more for the scientific study of these unfortunates, not demanding immediate results, but satisfied with the slow, steady, painstaking experimentation of months and years.

I might say that in connection with my court I have found the same thing. A boy six feet and a half high stood before me

charged with some crime; he looked like Mercury or the noblest of Greek gods; but, when he spoke, I found he was a fellow about seven years of age according to the Binet system. He didn't know to-day from to-morrow, or whether he was male or female. Cases like that ought to be treated pathologically. Reference was made to the Institute of Criminal Law. I remember the meeting in Buffalo a year ago last September and Dr. Morton Prince of Boston was then discussing the subject of kleptomania. He referred to it as an unsatisfied sexual emotion, and he made a very strong, intensive study of this with reference to specific cases in the periodical published at Chicago, known as the Journal of Criminal Law and Criminology. "Kleptomania," he said, "is a habit; it is to be treated like the cigarette habit." Speaking of himself, he said, "I use cigarettes. Of course I could stop, but I have a thought that I won't, don't you know. Of course I can if I want to." Then there are cases of pyromania, the victims of the fire god. Down at Ocean Grove where I spend the summers, we can empty the auditorium at any time by shouting, "Fire." Sinners no longer are shocked at their transgressions, but everybody rushes when this fire fiend has everything in his grasp. We had a pyromaniac in our New York court who had destroyed one and a half million dollars worth of property in the city of New York. We couldn't kill him, so we put a pair of red pants on him and sent him to the Catholic Protectory and he set fire to the Protectory later. We also have dipsomaniacs and nymphomaniacs, disorders which men have characterized as criminal, and which are to be treated some day pathologically rather than morally. Dr. Maxwell, Superintendent of the Board of Education, had that in view with reference to 900,000 children in New York city. Rods of birch and hickory were broken on the backs of these children and all because they couldn't tell dog from horse, delineated on the blackboard in the schoolroom, until it occurred to somebody to put glasses on them.

As to adenoids, I wouldn't know one if I saw it. I am sure I don't know how to spell it, but I heard a learned discussion on adenoids once at the Academy of Medicine, and the speaker told how truancy was prompted by adenoids, and all you have to do is to cut an adenoid out of the child and he will be up in the front row the next day saying, "Good morning, teacher, present."

Isn't it our first duty to see to it that progress be made scientifically, and that disorders that cannot be repressed by the terrors of fine and imprisonment are in some way removed by the stern and benignant art of the physician.

President Kempner: I desire to announce the following committees.

Nominating committee: Judges Charles H. Dodd, Thomas H. Noonan, George C. Appell, Charles H. Piper, and Alexander J. Byrne.

Resolutions committee: Judges James K. O'Connor, Robert J. Wilkin, William C. Gill, William Ryan, and Edward J. Dooley.

SECOND SESSION.

REMARKS AT THE DINNER.

President Kempner: Ladies and gentlemen. For the first time in the history of our Association the chairman has to use the word "ladies" in addressing the gathering, which shows that we have joined the ranks of the progressives.

It is pleasant, I think, that we should have a social feature like this accompanying our annual sessions. I recall that Judge Russell in his speech said something about "Who am I?" and then I couldn't follow his rapid-fire speech as he described himself as a judge sitting on high, and what he did to poor humanity. The general impression might be that judges are very austere, that they haven't a human side to their nature at all; but I think you have shown to-night that you have a really human side, because I saw how you appreciated ragtime music. And I feel that in the future we will profit by the experience of to-night. When you are called to your annual meeting, you should have your better halves with you to enliven the occasion, to make the scene more brilliant, attractive and delightful.

We ought to devote more of our time to social speeches, to the answering of toasts. I think our country magistrates could entertain us indefinitely with recitals of their experiences, because in the court rooms of the police justice we see a phase of life that you cannot see elsewhere. The judge himself is a very humorous character at times. I recall reading the other day of a magistrate up the State who had an automobile speeder before him who had been going forty miles an hour. The judge thought that was his opportunity, so he fined the man forty dollars. The poor man said, "But I only have two dollars with me." The judge replied, "I will take it; reduce the fine to two dollars, but a man with such a beggarly pittance in his pocket should not indulge in the luxury of going at a forty-mile gait."

Now, for this evening we have a lengthy program and I know that you are earnest people after all, and prefer to listen to that which will interest and enlighten you. So first of all we will be welcomed to Syracuse by the district attorney of Onondaga county, who, in addition to welcoming you, will tell us something of interest as president of the State Association of District Attorneys. I take pleasure in presenting Mr. Bond.

CRIMINAL LAW REFORM.

District Attorney George H. Bond of Syracuse: I welcome you to the city of Syracuse. Those of us who live here love our city. Whereas it might not be the thing for the mayor of the city to say, it may not be improper for me as district attorney to welcome you to the inspection of the police court and jail. We are rather proud of the equipment we have in this county for dealing with crime — the police court, the children's court, the jail, the psychopathic hospital, the detention home, and places of these sorts. We are fairly well equipped, but we desire to improve and therefore welcome your inspection and your helpful criticisms.

Your organization is about the same age as that of the State District Attorneys' Association, of which I have had the honor of being the president during the past year. There are a number of things that it seems to me the district attorney and the magistrate have in common. We see crime and criminals face to face in all their hideous viciousness. We know things that no one else knows, and therefore I feel that the district attorney has your sympathy. The first thing that it would seem to me that our two associations might try to accomplish — and I shall speak to the Association of District Attorneys upon this subject when we gather in Buffalo — might be along the line of reforms in the criminal law.

The criminal law comes down to us from the English law. In the years gone by, the penalties which went with crimes were very severe. As you know, for a crime perhaps like a petty larceny or burglary, a man might have his ears notched, or he might lose his life. Now, at that time when crimes had such severe penalties, the merciful judges on the English bench built up about the prisoner certain rules of procedure for his protection. For instance, the rule of law which prevents the testimony of the

prisoner being used against him unless he is informed as to his rights; the rule of law that a district attorney may not comment upon the failure of the defendant to take the stand in his own behalf; the rule of law of reasonable doubt, and all of those rules of law with which you are so familiar. As the years passed after that system of law came over to our country, the penalties became less severe; but our almost exaggerated idea of personal liberty prevented the procedure being modified correspondingly. So now what do we find? I sometimes wonder what the average Italian defendant thinks when he is arraigned here; he comes from a country where almost the reverse is true, where a man is practically presumed to be guilty until he does something to show his own innocence. In the land where he comes from the judge may interrogate the defendant; the defendant must make some effort himself to get himself out of the situation. He is arraigned here with the greatest care; he may have counsel; he need make no effort whatever in his own behalf; he need make no statement; he need not take the stand; the district attorney may not comment upon his failure to take the stand. It seems as though a man from one of the Latin countries where the reverse of our system is in vogue, must have almost a contempt for our law with so many acquittals and disagreements. It is little wonder that the increase in crime is not even greater than it is.

Some of you may have seen a statement a few months ago by Andrew D. White, in which he carefully compiled the number of murders in this country during the past few years. There was a greater number than all the murders in Europe. It is true, as Andrew D. White said, that this is partially due to the delay and impotence of our criminal law.

Take a condition of affairs like that of the trial of the four gunmen in the Rosenthal murder in New York city. We feared way down in our hearts that while that condition of affairs was so intolerable, our criminal law might be so weak that we might not get a conviction. We heaved a sigh of relief when we knew that that brave man, Justice Goff, had been designated by the Governor to conduct those trials, for we knew he would see to it that the people's case was as well guarded as the prisoner's and that he

wouldn't be worrying about reversal upon some technicality of an antiquated criminal law.

Two years ago, the Legislature passed what is known as the "third degree" bill. We went to the Governor and he vetoed it. Here was a bill that prevented a statement taken from a prisoner from being used at a trial; it prevented a prisoner making any statement at all until he had advised with counsel, and it prevented the first statement after his arrest from being used. If a man were arrested coming out of a house, and he said to the policeman "I was in here to see my brother; he is in here," we couldn't use that statement on the stand if it had turned out that he didn't have a brother there. Except for the Governor's veto, that would have become the law of this State.

Take the condition the automobile has brought about in the criminal law. If a man is killed by an automobile driver, you don't have to show a motive; you try the man for manslaughter. But suppose there is a man thundering along the road in one of those high-powered machines, and he has four or five highballs aboard, and runs into a man coming along with a buggy and tips him out. The automobilist goes on his way, paying no attention to the injured man, who has perhaps to go to the hospital for three months. If the culprit gets caught, you have to try him for assault in the second degree. When you go into the trial, what happens? You have to show a motive; you have to show that he intended to hurt that man. The defendant's counsel asks the judge to charge that, and the judge has to charge practically that you must show intent to injure. An automobilist may break a man's bones with his automobile; may knock him right up against the pearly gates and unless he attracts the attention of St. Peter and happens to get hauled in, you have got to show intent before you can convict the automobilist.

Mr. Towne asked me to refer to the reduction of felony charges in courts of special sessions. That is a subject which has interested me a great deal. Ordinarily, that means, reduction of such charges as grand larceny to petit larceny, or as burglary in the third degree to some such charge as you can handle in the court of special sessions, or the reduction of assault charges from first or second degree to the third degree. This, of course, cannot

be done without the consent of the district attorney. The ideal system, in my judgment, would be where a district attorney could be present, personally or represented by his assistant, in the committing magistrates' courts. Where that cannot be done, it seems to me that where the complaint seems in the first instance to indicate that the charge might properly be reduced, the magistrate should adjourn the case; send for the district attorney and request him to make an investigation. It often happens that great injustice is done by holding a man for the grand jury. With our new foreign-born arrivals, it is important that we have quick, speedy justice.

The justice of the Syracuse Court of Special Sessions, Justice Shove, had spoken to me a number of times about the necessity of having a district attorney's assistant in his court. A rather curious instance finally brought the thing about — the case of a boy, 17 years old, charged with burglary. The resident justice of the Supreme Court became interested in the boy, and joined with Justice Shove in helping to induce the board of supervisors to grant me an assistant for constant attendance in the local police court.

I keep a record and there were about 103 less cases that came to the grand jury during the year after that assistant was there than there had been the year before, and yet there were more indictments. Now, just see what a story that tells. One hundred less cases sent to the grand jury, and more indictments. Just think of the cases that must have slipped through where grand juries didn't indict. No justice on the bench can be prosecuting attorney and justice too.

See what that amounted to in money. The grand jury consists of twenty or twenty-three men and they get $3 a day. There is $60 a day. The Supreme Court stenographer gets $10 a day; there is $70. The other expenses bring it up to $80 a day. Here are 100 cases that didn't go to the grand jury, and you cannot put in more than five or six cases a day. There are twenty days at $80 a day, or $1,600. This is saying nothing of the cases that took up the time of the County Court that should have been disposed of in the Court of Special Sessions. I have felt that it

is very advisable to have cases reduced where it can be properly done.

Your courts are where the law and the offender ordinarily first meet, and the offender's respect for the power of the law to punish should be at that time and place firmly fixed in his mind. This will not be accomplished unless punishment is swift and sure. I am convinced, therefore, that when suitable punishment can be given in the magistrate's court it should be given there. The results after a Polish wedding may look like an assault with intent to take life; but it is far more effective to take a plea of assault in the third degree and impose a sure sentence than to hold the defendant for the grand jury and allow the effects of the assault to disappear before there is an indictment or trial.

I understand that you are to discuss probation during the evening. I appreciate fully that you find yourselves without any institution to which you can commit boys between the ages of 16 and 21 for the commission of a misdemeanor, except some penitentiary where they would be confined in idleness with bums and tramps; and that you are therefore very reluctant to impose a prison sentence for ordinary misdemeanor in such cases. I therefore do not wish to be severe in my comments on amateur probation, because it may be better, after all, in most cases than the alternative of a penitentiary sentence. Neither do I intend to refer at all to the younger boys. It is desirable to get what light we can from the study of the younger boys through probation. I believe we all agree to that. The probation to which I especially refer concerns the persons between 16 and 21 years. That is the time of life when real criminals are made, and when if a boy goes along and is not restrained or controlled he is quite likely to remain an enemy to society. If probation is a success in one case out of ten, it is desirable to continue, because there is more satisfaction in reforming one young man than in a jail full of prisoners. What we wish to do is to preserve men's self respect which they invariably lose if confined in a prison.

But unless probation is real probation the criminal escapes punishment and learns deception as well. The fact is that pro-

bation then must be a business, not a fad. It must be a remedy, not an excuse for unwillingness to impose a jail sentence. Its success depends mostly upon the personality, industry and intelligence of the probation officer. I think, that the paid or professional probation officer is far superior to the amateur or volunteer. Such an officer must give the time necessary to seek out for himself and know what his charge is doing. He must know when his probationer is telling him what is not true. That constitutes probation as a business. If he finds that his charge is deceitful, untruthful and that he will not work, then it is only a question of time until he commits some other crime worse than before. He has had his chance. He has not made good, and confinement in the common jail is about the only thing left to teach that probationer that the law must be obeyed.

Further probation is sparing the rod and spoiling the child. An amateur probation officer, the person who takes it up as a fad is too apt to be ignorant of what is in a criminal nature. When a magistrate has neither paid probation officer at his disposal nor some efficient court officer who is willing to take the task, he must, of course, rely upon such persons as will volunteer; but I would warn you against the person who has a charitable fad for doing good in this way without the willingness to do the necessary hard work that goes with probation. All the goody-goody talks one night in every two weeks are of no effect if the probationer during the interval is pursuing the same old ways and lying about it on goody-goody night. The same thing is true of a paid probation officer if he is inefficient or neglects his duties. And when this condition exists the probationer soon discovers not only that he is is cheating the law in the first instance, but that he is able to continue to deceive. In such cases, or when probation is wilfully violated, I think it is better to give a short jail sentence, despite the conditions, than to allow the offender to break the law and laugh at its inefficiency.

THE ADMINISTRATION OF THE PROBATION SYSTEM.

Vice-President Frank E. Wade of the State Probation Commission: The selection of probation officers is involved in the administration of the probation system. I shall, therefore, discuss the broader theme assigned to me, pointing out some conclusions which appear to me as important from a comparative study of the practical administration of probation in the various states and under the varying conditions of its development.

Altruism in social service and the spirit of social justice so active during the past twenty years, especially during the past ten years, have permeated all relations of society, and, encountering the harsh and rigid forms of criminal procedure and the abominable institutions for the punishment of crime, found expression in probation. Each state through its legislation and each court through its own processes adopted and applied probation in its own way, and the result has been a wide diversity of treatment. Certain fundamental principles, however, have emerged which will undoubtedly constitute the basis of this great correctional system of the future. While probation will not replace correctional institutions, indications are that it will become the paramount system, and that the institutions will be related and co-ordinated to its ideals and methods.

Adult probation as a correctional process established by law had its origin in the State of Massachusetts in 1878. It was not, however, until 1899 that adult probation began to be adopted in any other state. Its extension has been especially marked since 1909. It has been introduced in the criminal procedure of twenty-one states and the District of Columbia and in some foreign countries.

Juvenile probation is largely an outgrowth and a necessary agency of the children's court. The first children's court established by statute was organized in 1899 in Chicago. During the past twelve years the juvenile probation system in connection with the children's court has been established in forty-two states of the United States, the District of Columbia, and in foreign countries.

A survey of the development of these two arms of the probation system shows that a fundamental divergence in viewpoint and treatment evolved from the beginning. Adult probation continued the older forms of criminal procedure and took hold of suspension of the imposition or of the execution of sentence, a common law right of courts of record, as the point of departure from the older criminal system, substituting the friendly and disciplinary oversight in society of the offender through an officer authorized by law, in place of actual confinement.

Juvenile probation, on the other hand, in its inception and earliest growth seized upon the chancery powers of the civil courts as the procedure for the correction of the child. The jurisdiction of the chancery court over the person as well as the property of the child, which was recognized by common law, was applied in the first Children's Court Law. Most of the middle western and western states following the precedent of the Chicago Children's Court vested the jurisdiction of the children's court in courts possessing chancery powers. Juvenile probation in such courts has been made, at least in principle, a civil and educational process in which the state as *parens patriae* exercises its guardianship over delinquent, neglected, dependent, and ungovernable children.

The application of the chancery powers to the children's court work in New York State met with apparently insuperable objection. The Supreme Court was the only judicial body vested by common law and under the Constitution with such power. The transfer of the children's court from the lowest criminal tribunals to the Supreme Court was too radical a proposition to meet with general favor.

The result has been a continuous effort ever since juvenile probation was instituted in this State to substitute through legislation chancery-like power by grafting it in a more or less intermittent way on to the criminal procedure. Four different court systems, or to be explicit, four different kinds of courts, are at present exercising the jurisdiction in the children's courts in New York State, three of which are the direct outgrowth of the attempt to ameliorate the harshness of the criminal procedure in

the treatment of the child and to approximate the chancery procedure.

First: The courts of special sessions and police and recorders' courts exercise general jurisdiction under the Code of Criminal Procedure authorizing them to hear children's cases at a special time and preferably a special place. Laws directing the separate trial of children, the conviction of children of juvenile delinquency only, and laws granting other relief intended to remove the stigma of the criminal trials from the children's courts, have from time to time improved conditions in these courts.

Second: The Children's Part of the County Court of Monroe county was organized with the aid of probation experts. This court was a carefully prepared effort to apply by statute the chancery procedure in the treatment of children. Proceedings are instituted by petition, and children and parents or guardians are brought in by summons, and the children may be declared the wards of the State.

Third: The increase in the number of parts of the New York City court of Special Sessions, known as the children's courts, from two to four, and the changes in their procedure and powers which are defined by the Inferior Courts Act of 1910, were worked out by the Page Commission appointed by Governor Hughes.

Fourth: The children's court in the city of Buffalo was specially created by statute in 1911 as an entirely separate court. It is the first children's court in the State to have a judge who sits exclusively in the children's court. This court was originally included in the Buffalo City Court and erected by the same Commission which drafted the New York Inferior Courts Act, but was later detached from the City Court system.

The laws creating the children's court in New York city and the Buffalo Children's Court provide that the judges may suspend the trial of the child, inquire into all the surrounding circumstances, and declare the child to be in need of the care and protection of the State, and place it on probation or commit it to an institution as the case may be. This provision, like the others referred to, was a further effort to inject a chancery-like treatment into our children's courts.

Upon a review of the workings of the children's court in other States and in New York State my judgment is that any procedure which involves the conviction of a child of a crime, or even delinquency, a new name for a criminal offense, is fundamentally wrong. The correction of children should be a civil and educational process. The child should be treated as the ward of the State and the State exercising, through its courts, its duty as *parens patriae,* should admonish the child, place it on probation, or commit it to a correctional institution as the case may require. The procedure of the children's court should not carry relatively any greater stigma than the correction of the child in the home or in the school.

The time is not far away when the public will awaken to the realization that no court is more important or brings larger returns to society than a comprehensive and constructive children's court. About fifteen thousand persons are going on probation in New York State in 1912. All the prisons are overcrowded. Crime seems to be increasing. The criminal mind and the criminal habits at the root of most of the crime are generally formed in childhood. The fundamental way to meet the situation is to create a children's court system divorced from the criminal courts and possessing chancery, civil jurisdiction which will be vital enough and sufficiently well equipped to reach the child as soon as it passes beyond the control of the home and the school, convicting it of no offense, but surrounding it with influences for reform through probation or in training schools.

Turning to adult probation a number of conclusions seem to be reasonably justified by experience from the administration of the probation system.

From thirty to fifty per cent. of all persons convicted of felony can safely be placed on probation. A study of the statistics and results in probation work in Massachusetts, New York, and other states in which free scope has been given to the court in using probation in felony cases and where good probation organizations have been established, proves that first offenders and young offenders are excellent subjects for reformation under probation. In Erie county about fifty per cent. of all convicted of felony

have been placed on probation during the past two years, and seventy-five per cent. of them are believed to have made good.

It is generally conceded that adult probation has an illimitable opportunity for social usefulness in non-support cases. The non-support evil yields readily to probationary treatment. In every community large numbers of lazy, vicious, and indifferent men neglect or refuse to support their families, or domestic infelicity causes separation and consequent refusal to support. The children of such families recruit the delinquent and defective classes of society as a result of under-nourishment and home neglect. A little effort and attention on the part of the court and probation officers will compel the support of families either through a definite weekly payment collected on pay-day, or by bringing about the reconciliation of family differences. The work of domestic relations courts, which is only just beginning and is still undeveloped, almost passes belief in the aggregate sums collected for family support and the number of families reunited.

It can be stated conservatively that probation unattended by institutional treatment is not advisable in cases of confirmed inebriety and prostitution. This does not mean that probation is unwise in all cases of drunkenness and offenses of wayward women. Some young offenders, especially those connected with good homes and church influences may advisedly be treated by probation. As a general rule, however, commitment to proper institutions such as farm colonies and reformatories is advisable. Penitentiaries and jails are not proper institutions for these offenders, and press the unfortunate lower down in their degradation.

Probation can profitably be used in most cases of convictions of misdemeanors, disorderly conduct, and other minor offenses with the exception of habitual inebriety and prostitution. Many of these crimes and offenses are not serious, are committed thoughtlessly, and reforms can easily be effected.

The collection in instalments of fines and restitution is a useful aid to probation in connection with the treatment of minor crimes and offenses. When a fine is imposed which cannot be paid all at once it should be accompanied by a definite term of probation, and not be limited to the payment of the fine. The opportunity of giving men a chance to pay off fines in instalments out of their

wages and at the same time of subjecting them to the benefits of probationary treatment is much more sane and helpful than committing them for a period of idleness to our wretched penitentiaries and jails.

Restitution, or as I prefer the term, reparation, is advisable especially in minor crimes and offenses. The danger lies in making it a collection agency instead of a reform agency. Restitution should always be made out of the earnings of the probationer, and never permitted to be paid by another person. Aggrieved parties should never be allowed to dictate the amount of restitution or the methods of collection. The court in view of all the circumstances and the welfare of the probationer ought to be competent to determine these questions.

Some general conclusions are applicable to both juvenile and adult probation.

Suspension of sentence without probation is not a scientific or effective remedy. It does not meet the ideals or methods of either the older or newer forms of criminal procedure. It does not punish, discipline, or educate. It is simply a makeshift in cases in which the court confronted with the responsibility of sending persons to improper institutions prefers to take chances on their freedom in society. Not providing any means for the supervision of the offender its use is dangerous to the public welfare and likely to impair public respect for the courts. When the courts are attacked for leniency as sometimes occurs in times of excitement over crime, they are unable to defend themselves by any accurate records of the persons so released. Notwithstanding the extended use for many years of suspended sentence pending the meeting of the International Prison Congress at Washington in 1910, that eminent body, in issuing the resolution commending probation, stated that "the effects of suspended sentence without probationary oversight are difficult, if not impossible, to ascertain."

Probation is a judicial function whether exercised in a criminal court or a chancery court and should so remain. The proposition to transfer juvenile probation to educational or social welfare departments is ill-advised and loses sight of the essential fact that in the development of the probation system at all times and places, the influence and precedents of the court, backed by the tradition

of the ages, have been the animating and radiating center of probation.

Probation being a judicial function, the court should have unrestricted discretion in selecting the persons to be placed on probation. No limitations are placed on the court in juvenile probation, but in most of the states the judicial discretion in adult probation is, it seems to me unwisely restricted to first offenders; specified felonies are excluded from probation; a money value designated, or other restrictions imposed by law.

Preliminary investigations are essential to the exercise of a just discretion by the court in passing judgment on either children or adults. The practice of disposing of cases on the nature of the offense, as a fixed penalty for a definite crime, without reference to the character or environment of the offender, and the mitigating or aggravating circumstances that led to its commission, will be eliminated from the courts. The preliminary investigations stimulate justice, and supply a sane and careful survey of the situation in the disposition of the offenders.

The relation between the judge and the probation officer is such that the power of appointment should be conferred upon the judge. The relationship is not primarily a confidential one, but a functional one in which the responsibility resting on the judge for the release of the offender in society makes necessary a common interest and purpose in the work of the probation officer.

The probation officer is too essential a factor in the success of probation to subject his appointment to the temptation of political influences or personal favoritism. It is necessary for the most effective results that probation officers be persons of good education, be above the average in intelligence, possess tact, good judgment, a sympathetic temperament, good character and strong personality. Civil service examination with an allowance of fifty per cent. on personality, education, and experience to be tested through an oral examination, has been demonstrated as the most effective method of providing for the judge a choice of qualified probation officers. An exceptionally well equipped body of probation officers have been discovered and developed in New York State through these civil service examinations.

The great danger that threatens the probation system to-day not alone in New York State but throughout the country is the overcrowding of probation officers with probationary cases. If the probation system receives any serious setback in public respect it will not be because of fault or defect in its underlying principles, but because the machinery furnished for its use is totally inadequate to stand the strain placed upon it.

Fifty persons are sufficient for the most effective work, and seventy-five persons should be the outside limit of the number of probationers committed to the supervision of one probation officer in order to properly fulfil the friendly, disciplinary and statistical duties required of the officer. Although the placing of fifty persons on probation instead of commitment to a penal or reformatory institution saves the community eight or ten times over the salary of a probation officer, it is with great difficulty that salaried probation officers are secured.

Judges realizing the benefits of probation and confronted with the individual moral and social problems in their courts keep increasing the numbers on probation until at present many probation officers have not less than one hundred cases. The wonder is that the system holds up under the load as well as it does. It is only the extreme vitality of the probation principles and the responsiveness of the probationers to the redemptive character of the relation, that maintain the present standard.

Judges and responsible fiscal officers should see to it that sufficient probation officers are appointed. If the system is worth the using by the courts, the duty devolves on the judges to make serious efforts to secure the appointment of an adequate number of probation officers to do the work efficiently in their courts. The fiscal officers of counties and cities are not going to pay much attention to the requests of anyone except the judges who are the heads of the special department for which the budget is prepared and are charged with the responsibility of expenditure.

Furthermore, capable persons will not be found as probation officers unless paid a fair salary. The qualifications required of a probation officer approximate those of school teachers and clergymen. Such persons cannot be attracted to this office and retained, if paid the salaries of subordinates clerks.

To gather up the loose ends of this discussion, the conclusions which I regard as the most elementary and important deduced from the administration of the probation system and applying generally to probation are:

First: Probation is a judicial function and should so remain.

Second: Suspension of sentence without probationary oversight is of doubtful value, and should be corrected by the organization of an effective probation system.

Third: The court should have unrestricted discretion in selecting the cases to be placed on probation.

Fourth: Preliminary investigations are essential to the proper administration of the probation system.

Fifth: The success of the probation system requires that probation officers should be persons of good character and education, exceptional intelligence, sympathetic temperament, tact, good judgment and strong personality.

Sixth: Probation officers possessing the necessary qualifications can best be secured through a competitive civil service examination in which an allowance is made of 50 per cent. on written work and 50 per cent. on an oral examination testing personality, character and experience.

Seventh: The success and efficiency of the probation system requires that the public provide a sufficient number of salaried probation officers. A probation officer devoting his whole time to the work can efficiently supervise fifty persons, and the number of probationers under his oversight at one time should never exceed seventy-five.

Eighth: Probation officers possessing the necessary qualifications cannot be secured and retained without the payment of adequate salaries by the public.

The following conclusions are suggested from the administration of adult probation:

First: From 30 to 50 per cent. of all persons convicted of felony are eligible for probation.

Second: Non-support and other offenses connected with domestic relations offer a field for social usefulness in probation second only in importance to the children's court.

Third: Most of the minor crimes and offenses should be treated by probation with the exception of confirmed inebriety and the habitual offenses of wayward women.

Fourth: The imposition of fines in instalments, payable during a definite term of probation, is recommended.

Fifth: Restitution is advisable, especially in minor offenses, but the aggrieved parties should not be consulted as to the amount or method of payment, and the restitution should always be paid out of the earnings of the probationer.

The only conclusions which I will present as to juvenile probation are fundamental; that the jurisdiction of the children's court essentially belongs in a court exercising chancery powers, and that the procedure of the children's court should be civil and not criminal, educational not stigmatizing, and that children should never be judged guilty of crimes or offenses or delinquency, but treated as the wards of the court, which should admonish them, or surround them with adequate probationary oversight, or commit them to training schools as their special needs require.

PROBATION IN CASES OF CHILDREN.

Justice Morgan M. L. Ryan of the New York City Children's Courts: When I accepted Mr. Towne's invitation to prepare a paper on the use of probation in children's cases, I did not realize that I was placing myself in an embarrassing position. I do not like to talk shop and tell about my own work, and on the other hand, I feel bound to stick to my text, and find I cannot stick to my text without talking shop. I am somewhat in the position of the old colored man who was sick and whose doctor said: "Mose, you must eat a little fresh chicken every day, and you must not go out nights." The old fellow replied: "Go away, doctor, you done ask de impossible."

I don't claim to be one of the numerous so-called fathers of the children's court, although, thanks to Chief Justice Russell, I enjoyed the privilege of organizing the children's courts in the boroughs of Queens and Richmond; and as they both came into the world at the same time, I suppose I might very properly consider myself a judicial father of twin courts. I see that on the program I am credited to the children's courts of Queens and

Richmond, but as a matter of fact, my experience in probation work has been particularly in the children's court of Brooklyn where I have been assigned from time to time during the last five years. The honor of being the only true, bona fide father of that court belongs to Judge Wilkin. The most I can claim as to the Brooklyn court is to be a sort of step-father.

The subject which I am to discuss is sufficiently comprehensive to embrace nearly all the work carried on by the children's courts. If we were to take probation out of the children's courts there would be scarcely enough left to justify their existence. It is a comparatively simple task to determine whether a child is guilty or not guilty of a specific offense, but the great work of reclaiming juvenile delinquents and transforming them into useful and law-abiding members of society through the medium of probation, is one of the most important judicial functions that has ever been vested in any court. By the exercise of this power, the courts having jurisdiction over children render a service to the State and to society much more important than that rendered by the so-called "higher" courts which devote most of their time to the trial of civil actions involving property rights.

Juvenile probation is no longer an experiment. Thanks to the zeal and energy displayed by the State Probation Commission through its officers and representatives, this humane method of reforming delinquent children without institutional care has been adopted and successfully applied in nearly every city throughout the State. It has been clearly demonstrated that probationary treatment is a much more effective and less expensive remedy for juvenile delinquency than the drastic methods of repression formerly employed.

In discussing the subject of probation in children's cases, I do not propose to advocate the adoption of untried theories of revolutionary methods, nor shall I attempt to formulate a rigid set of rules for the guidance of magistrates or probation officers. The treatment of any delinquent boy or girl is more or less a matter of personal equation. No two children are exactly alike in character or temperament, and rules of procedure must be sufficiently flexible to meet the requirements of individual cases.

I do not arrogate to myself judicial infallibility. Every judge naturally believes that his own methods are the best.

All that I shall attempt this evening is to give you the benefit of my practical experience as a judge in the children's courts in the boroughs of Brooklyn, Queens and Richmond, covering in all, a period of five years. While the probation methods which I have employed may not always be adaptable to the varying conditions existing in other jurisdictions, and although they are not in perfect accord with the radical ideas of certain theorists, they at least possess the merit of having successfully withstood the test of practical application.

When I speak of probation cases I refer exclusively to that class of cases in which children have been adjudged delinquent, disorderly or ungovernable, and then placed on probation. A careless use of the terms "parole" and "probation" has led to considerable confusion. A child may be paroled in a case of improper guardianship or before conviction, but there can be no legal probation in this State until after conviction.

After a child has been adjudged delinquent, the court must next determine whether he is a proper subject for probationary treatment. In exceptional cases, the testimony taken upon the trial is sufficiently comprehensive to enable the court to determine which is the best method of treatment, but as a general rule, a child should not be placed on probation or committed to an institution until after a most thorough and searching preliminary investigation by a trained officer. No judge can deal intelligently with a delinquent child unless he knows all about its record, home conditions and general environment. It is not sufficient to merely determine that a child is guilty of some specific offense. The court should, in every case, endeavor to determine why he is guilty, or, in other words, what cause or combination of causes led up to the commission of the offense. The skillful physician will always endeavor to ascertain the cause of the disease before applying a remedy, for he knows that if the cause be removed, the disease will yield to treatment unless it has reached an advanced stage.

I believe that the success of probation in any given case depends largely upon the preliminary investigation and treatment. A wrong beginning usually foreshadows a disastrous ending.

The preliminary investigation should disclose whether the child has ever been in court before and, if so, upon what charge, and what the disposition was. Also whether he has been in an institution; the condition of the home; character, habits and occupation of parents; number and ages of other children and their records as to deliquency; general character of neighborhood; the child's habits and his reputation among the neighbors; the character of his associates; record of attendance, scholarship and deportment in school; physical and mental defects so far as ascertainable, and any other facts which may be of use to the court or probation officer. The facts disclosed by the investigation should be embodied in a carefully prepared written report signed by the investigator and submitted to the court. The formal report may be supplemented by an oral statement. Thoroughness and accuracy must be insisted upon, as an omission or mistake may result in grave injustice to the child. If the report contains statements unfavorable to the child or parents, they should be afforded an opportunity for explanation or denial; but statements reflecting on the character of the parents or other members of the family should not be overheard by the children. A careful consideration of the report and testimony will usually enable the court to determine the causes or conditions responsible for the delinquency and whether the defendant can properly be reformed by probationary treatment.

Before a child is told that he is to be released on probation, the judge should endeavor to impress upon his mind the fact that he is in court because he himself has broken a law; that it is a just and necessary law designed for his protection as well as the protection of others. That what he has done is morally wrong; that he has done something to another person he would not be willing to have that person do to him; that he deserves to be punished, and that it is a very serious matter to be brought to court. Many children and parents are inclined to place all the responsibility upon some other boy and as long as they feel that someone else is to blame, the probation officer will make but little headway. They must be thoroughly impressed with the fact that the child is responsible for his own acts, regardless of what other children may have done, and that his conduct cannot be justified

by showing that other children, equally guilty, have not been apprehended. If the child or his parents feel that he is being unjustly dealt with, probation will acomplish no lasting benefits. Nothing must be permitted to occur in court that would have a tendency to lessen the child's respect for or fear of the law. The court should be kind but firm. The boy should enter upon his probation feeling that he is very fortunate to be given an opportunity to prove to the court that he intends to do better in the future, and that a repetition of the offense should and probably would be followed by severe punishment.

If it appears that the parents have been guilty of neglect or cruelty or have shown bad example through drunkenness or immorality, they should be admonished and reminded of their duties. It is also important that they should have a proper understanding of the seriousness of the case; that the child deserves to be punished but that the court, in the merciful exercise of discretionary power, has afforded him an opportunity to redeem his past by future good conduct; that the court and probation officer have taken a friendly interest in his welfare, and, finally, that it is their duty to co-operate in order that he may be saved from a criminal career.

The court should make known to the probationer the principal terms and conditions of probation, and exact a promise of faithful observance. I have learned from experience that promises made direct to the court are usually more faithfully observed than when made to a probation officer. The probationer must be made to understand that the judge will personally hold him responsible for his conduct. I realize, however, that in a court where the judge is required to deal with several thousand probationers annually, he cannot find time to devote so much personal attention to each case.

When practicable, it is best to assign children to probation officers of their own religious faith. If the officer is of the same religion as the parents, he will experience less difficulty in securing co-operation and persuading them to send the child to church and Sunday school or to give him religious and moral instruction at home. Neglect of religious and moral training is responsible for the most serious cases of delinquency. Girls should always be

placed under the supervision of female officers, and boys, especially if they are over twelve years of age, can be better controlled and directed by male officers.

After a child has been placed on probation, the court must, of necessity, rely principally for results upon the intelligence, patience, zeal and tact of the probation officer. Patience, tact and human sympathy are qualifications which every probation officer should possess. Perfect harmony and co-operation between the judge and the probation officer are essential to successful probation.

It would be impossible to formulate a set of probation rules sufficiently comprehensive to meet the requirements of every case. Many details of treatment must be left to the good judgment and discretion of the officer. I shall, however, venture to make a few suggestions of a general character.

There are two general propositions that probation officers would do well to keep constantly in mind, viz.: That the fundamental purpose of probation is to work *permanent reformation* and not merely temporary repression, and secondly, that in order to effect a reformation it is necessary to remove or modify the causes and conditions responsible for the delinquency.

The best place for the officer to begin probation work is in the child's home. If he succeeds in gaining the co-operation of the parents and especially of the mother, the battle is half won. On the other hand, if he antagonizes the parents and arouses their animosity, he cannot hope to succeed. The officer must endeavor to convince them that he is not persecuting their child but trying in a friendly way to improve his conduct and keep him out of trouble. If home conditions are bad, the officer, will, in a tactful way, endeavor to bring about an improvement and induce the parents to make the home more wholesome and attractive for the child. Many parents seem to believe that if they provide their children with food, clothing and a place to sleep, they have performed their full duty. No thought is given to religious or moral training. Many children who are brought to court for larceny or burglary, do not know that it is morally wrong to steal. The only reason they can give for not stealing is fear of arrest. Other children suffer through physical neglect, lack of proper clothing,

food and medical attention, usually due to drunkenness of one or both parents. Many children are allowed to choose their own companions and to roam the streets until late at night. Parents neglect to send their children to school. These are some of the most common causes for delinquency that are to be found in the home and they must be removed or modified before there can be any substantial improvement in the child's conduct. As a rule, it is the parents who are really on probation and if they will not heed the advice of the probation officer, they should be summoned to the court to be cautioned and, if necessary, punished. The responsibility for keeping the child in the right path must, so far as possible, be allowed to rest where it rightfully belongs, namely, with the parents.

As offenses involving moral turpitude can usually be traced to a lack of moral or religious training, it is very important that the probationer should receive such training either in the home, or in Sunday school. If the parents maintain church relations, it will, as a rule, be only necessary to remind them occasionally of the duty they owe to their offspring. The officer will usually find that clergymen are anxious to assist in the reformation of a child if their attention is called to the case. If the probationer associates with evil companions, or belongs to a gang, an effort should be made to induce him to join a church society, boys' club or gymnasium. Children are attracted to gangs by a perfectly natural social instinct or desire for companionship and if a boy is taken away from a gang something must be provided to take its place. If he can be placed in an environment where wrong doing is unpopular, his conduct will soon improve.

A competent probation officer will use every means practicable to aid and improve the conduct and condition of those on probation. He will avail himself of the unofficial aid of agencies of a religious, social, charitable and educational character. Much good can also be accomplished by enlisting the co-operation of the school authorities. Monthly reports from the principal as to attendance and deportment are very helpful to the officer and court. Truancy is a most prolific source of delinquency, and here, too, the parents are usually at fault. In my opinion the most effectual way to enforce the compulsory education law is to prosecute the parents.

If a child can be kept busy in school or some useful employment he will seldom commit a serious offense. Probation officers should endeavor to find positions for children who have secured employment certificates.

The probationer should report to the officer at least once a week during the early part of the probation period, and less frequently thereafter.

The officer should not take it for granted that statements made by the child or his parents are true, but should endeavor to verify them by inquiry among the neighbors.

When I place a child on probation, I usually adjourn the case for about one month. On the adjourned day, the officer makes his report in the presence of the probationer and if he has observed all the terms of probation, the case is continued from time to time for additional reports. If the probationer is working, I usually instruct the officer to excuse him from appearing in court if his conduct continues satisfactory. If a report is good in the main, but not quite satisfactory, the probationer is warned and given another chance. If he fails to mend his ways or is guilty of some flagrant act, probation is revoked and the defendant is committed to an institution.

I have long felt that in order to secure the best results in probation cases a detention home should be provided where children who have violated one or more of the terms of probation may be confined under strict discipline for periods of from five to thirty days and then restored to probation. I am confident that such treatment would produce far better results than an indefinite commitment to an institution. A short commitment preliminary to probation would also have a salutary effect in serious cases. As a rule, however, obedience to law should not be based solely on fear of punishment. It is better to appeal to the child's conscience and sense of justice.

In conclusion, I desire to say that I am in favor of long terms of probation. It is impossible to permanently reform a delinquent in two or three months. It is better to keep him under the restraining influence of a probation officer until right doing becomes a habit. If the probationer be excused from reporting to the court, so long as his conduct is good, no hardship can result from an extended period of probation.

PROBATION IN CASES OF ADULTS.

Judge Benjamin J. Shove of Syracuse: I never heard George Bond's pie story before until this evening. Like a brawny and canny Scot who was before me charged with public intoxication, I plead "non full." I will say if I am the guilty party and committed the boy, and the result I have obtained thereby is a prosecuting attorney for the Court of Special Sessions, it was a case of suffering on the part of the boy for which good results were obtained for the community. I would say if the case was mine and brought to my attention at the time and I had been informed that the boy had stolen the pie and eaten the whole pie, I would have immediately discharged the boy as undoubtedly having had his full punishment.

I have at rare intervals flashes of intelligence. Recognizing I was the last speaker to address you this evening, I have made my remarks rather short.

Probation is the most effective instrument for the reformation of the offender against law ever placed in the hands of the court. On the other hand and as a corollary of this proposition, the punishment of the offender by confinement in a penal institution is the most effective instrument in the hands of the court for the protection of society. The court must ever keep these two propositions firmly in mind in every case that comes before it for judgment; and must carefully weigh and determine between the rights of society upon the one hand and the welfare of the individual upon the other, or the administration of the criminal law will be a failure. I am stating these somewhat trite and self-evident propositions for this reason: I have found among people generally a great misconception as to the use of probation, especially in cases of adults. Many think the courts are letting loose, under the guise of probation, thieves and criminals of every description; others think that probation is pure sentimentalism, or a fad. A fellow was convicted for a most indecent conduct toward two little girls and yet in that case the people knew about probation and the greatest pressure was brought upon the court to place that brute upon probation and let him go at large and encourage every other fellow like him.

A judge who knowingly, either from mistaken clemency or because of undue or improper influence, suspends sentence, sets at large under probation a criminal, joins hands with that criminal and with other criminals encouraged thereby in preying upon society. I know of no such case.

By "criminal" I mean that rather undefinable person who has by his record, his conduct and the character of his offenses shown that he is an enemy of society. Of course under the strict legal definition every person who commits an offense, either a felony or misdemeanor, is a criminal. I do not use the word, therefore, in its strict legal sense. If I did who of us would escape punishment?

Probation is far from being sentimentalism. Rightly understood and administered it is not only a remedy but is indeed an added punishment to the offender and an additional protection to society. The courts have always suspended sentences in cases where it seemed fitting so to do. But instead of doing as in the past, letting the offender upon a suspended sentence go at large and work out his own life destiny as he may, we now, in cases that seem proper, place such person upon whom sentence is suspended under probation. And probation is a serious restriction of his liberty. Under its rules and under the conditions laid down by the judge, the court and its probation officers can and do place severe restrictions upon the probationer, as taking charge of his money, forbidding him from frequenting certain places or forbidding the use of intoxicating liquors. No, probation is far from being sentimentalism; but is instead, and should be, a severe but kindly and humane punishment.

The judge in deciding whether probation is proper in a given case must not only regard the offender but also the offense. There are many offenses of such nature that to suspend sentence and place the offender upon probation would be inimical to the rights of society and work great harm to the cause of probation; such offenses, for instance, as certain crimes against decency, morality, against youth, and many of the higher felonies in which, owing to the character of the offense itself, the rights of society are far greater than those of the individual. To suspend sentence and use probation in such cases would justify

the charge of sentimentalism and might be termed and probably would be something far worse.

Probation work is in its infancy. Its possibilities for good have scarcely been touched. In it lies the greatest opportunity in my judgment ever given to the church for the reformation and reclamation of the back-slider. The great surprise to me is that church organizations as a whole have not seen or recognized this wonderful opportunity. I know not how it is in other cities, but in this city the Roman Catholic Church as an organization is the only one that has seemed to realize the possibilities in probation work. I do not mean by that that other individual churches of this city have not taken it up; I have received from individual pastors most efficient help in probation work, but I am speaking of church organizations at large. It seems to me that every church organization should not only request but demand of the court that it be immediately notified in the case of every offender brought up in that church and placed on probation, so that the pastor of the particular parish in which the offender is living could immediately furnish to the chief probation officer a proper and competent volunteer probation officer for that case. For after using probation for more than six years I am still a firm believer in volunteer work. The most competent probation officer cannot successfully look after fifty to one hundred cases at a time. The ideal probation system would be one probation officer for every probationer, providing a competent officer could be obtained.

The use of probation in the cases of adults has already in its short history in this State more than justified itself. If its use had been successful in no other cases than those of delinquent husbands and fathers, probation resting upon that alone, would still be justified. In this city alone under suspended sentences and probation of husbands and fathers convicted as disorderly persons or for public intoxication and like offenses, over ten thousand dollars was collected by the Court of Special Sessions and disbursed to families from December 1, 1911, to December 1, 1912.

Again, who can tell or estimate the influence that probation has had in the last six years in this State upon the lives of young

men from sixteen to twenty-five years of age, or upon young women just on the danger line, committing offenses for the first time and starting apparently upon a life of evil and crime? Every judge and every probation officer can tell of case after case of such young men and women who through probation are now leading good and useful lives. I say that if only one in a hundred of these young men and women was saved through probation, then probation amply justifies itself.

President Kempner: I have been asked to announce that the Citizen's Club of Syracuse extends its club privileges to our visiting members. It is located in the University Building on Railroad street.

Our formal discussion of the subject of probation has been so exceptionally able, thorough and of such a high order, that I somewhat fear if we enter upon an informal discussion we might descend upon a lower plane and mar the effect. The hour is late and the meeting, therefore, stands adjourned.

THIRD SESSION.

THE STANDING AND EFFICIENCY OF THE MAGISTRATES' COURTS, PUBLIC RECOGNITION OF THEIR IMPORTANCE, PROPER COMPENSATION FOR THE POSITION OF MAGISTRATE, AND FURTHERING UNIFORMITY OF PRACTICE AND PROCEDURE THROUGHOUT THE STATE.

The following suggested questions were sent to the magistrates in advance of the conference:

(*A*) *Possible Means of Raising Their Standing and Increasing Their Efficiency.*

1. Would their standing and efficiency be increased by conferring additional jurisdiction upon magistrates?
2. Would efficiency be increased by modifying the court procedure?
3. Would standing and efficiency be increased in some places by lengthening the term of office of the magistrate?
4. Would efficiency be increased, in some places, (a) by making changes in the housing and physical conditions of the court; (b) by enlarging or improving the staff of employees?
5. Would standing and efficiency be increased if the court had more support and co-operation on the part of local organizations and citizens?
6. How else might standing and efficiency be increased?

(*B*) *Possible Means of Promoting Recognition of the Importance of Magistrates' Courts, and Increasing Compensation.*

7. Do local citizens generally realize and appreciate the nature and amount of work done by the magistrates' courts; the importance of their work in protecting the community, in aiding unfortunates, in preventing many children and adults from becoming criminals, and in improving the habits and conduct of criminals?
8. How important is it, as a means of securing proper respect for the court, (a) to have better court rooms and offices; (b) to discourage undesirable spectators from frequenting the court room?
9. (a) What effects do the newspaper accounts of court proceedings usually have upon the popular conception of magistrates' courts? (b) How can the average tone of such accounts be improved? (c) What other kinds of newspaper publicity are desirable?

10. (a) To what extent should magistrates endeavor to disseminate information concerning the nature of the problems dealt with, and the methods used in their courts; and to promote public interest in and proper support of their courts? (b) How much can the magistrates accomplish in these directions by delivering addresses before local meetings? (c) How desirable and helpful is it for the magistrates to invite other local officials, clergymen, school authorities, social workers, and other representative citizens to visit the court?
11. What kind of annual reports should be published by magistrates' courts, and how widely should they be circulated?
12. Under what circumstances is it desirable and practicable to favor the establishment of a local court committee or probation association, which would study local needs; suggest improvements; promote co-operation on the part of other agencies; aid in disseminating information, and appear before the local fiscal authorities in support of increased appropriations?
13. (a) How important is it to secure larger appropriations for the salaries of judges and other employees, and for other court expenses? (b) How can such increases be secured? (c) Should the expenses of magistrates be defrayed from court funds?

(*C*) *Possible Means of Furthering Uniformity of Practice and Procedure.*

14. What local or general laws are needed to bring about uniformity of practice and procedure?

City Judge Thomas H. Noonan of Buffalo: In opening this discussion I think it fair to the more experienced judges to state that this is my first year on the bench and that during that time I have held criminal court for only three months, although I had some slight experience as acting police justice during 1907.

I think, perhaps, it is pertinent to give a little history of the City Court of Buffalo as now constituted. For many years prior to January 1, 1910, a very unsatisfactory court situation prevailed in Buffalo. The civil cases were all tried in the Municipal Court. It is only fair to say that that court gave, as a general thing, satisfaction. All misdemeanors and the felonies that usually come before a committing magistrate were disposed of by a police justice, but a layman as well as a lawyer could be elected to this position, and while it is true that some of the laymen made very satisfactory judges others were far different. The court was improperly housed and improperly equipped. The court room

was next to the railroad track where it was impossible to hear when the trains went by. It had an inadequate clerical force, and while conscientious judges worked hard to make it a good court, the system was, in my opinion, so inherently wrong that it was impossible to arrive at the maximum of efficiency.

The ordinance violations were disposed of by three so-called morning court justices, who held their courts in the various police station houses in the city. It finally got so that the city was divided into three districts and the prisoners from the various station houses were brought to the central districts, and the judges of the court shifted from district to district. A more unsatisfactory system could hardly be devised. The court rooms were poor, the judges had no clerks or stenographers, no proper records were kept, and the positions were too often treated as spoils for hack politicians of the cheapest sort. It became a stench in the nostrils of the public, as only at rare intervals were men chosen for that bench who were in any way fitted for it. Strange as it may seem, toward the last end of the old system the best judges were obtained, but the feeling prevailed that we would inevitably slip back into the old ways, and this feeling made it easy to accomplish the consolidation of the courts. Among the judges who gave general satisfaction as morning justices were Judge Brennan, now chief judge of our City Court, Judge Judge of the Children's Court and former Judge Simon A. Nash.

Many of you will recall that about five or six years ago Governor Hughes appointed a commission to investigate the condition of courts of inferior jurisdiction in various parts of the State. I was active, among many other members of the Erie County Bar Association, in advocating the system which we now have. It is modeled largely after the Municipal Court of Chicago.

I am sure that our judges are unanimous in their opinion that a court having criminal and civil jurisdiction is by far the most satisfactory in the long run. From the testimony that was brought out by the commission, to which I have referred, and from conversations had with many people informed on the subject, the consensus of opinion seemed to be that the continuous holding of the police court tends to get upon a man's nerves and make him peevish. It also has a tendency to get a man into

a rut, and unfits him for civil practice in the event of his having to get out into the cold world again to earn his living in the practice of his profession. The court having civil and criminal jurisdiction enables the judge to shift from the civil to the criminal parts alternately. It keeps one in touch with all phases of the law.

Our court is divided into six parts; the first three parts being devoted to civil business, Part IV. to police court cases proper, Part V. to domestic relations and bastardy cases, and Part VI. to ordinance violations. The chief judge assigns the judges to the various terms for stated periods, going alternately from civil to criminal. We have a complete system of records, a force of clerks that will soon have to be increased, a number of good probation officers (but more are needed), and, generally, an equipment that is satisfactory as to quality but not in all places as to quantity. We have the entire building formerly occupied by the Municipal Court and other city departments, and are well housed.

I do not think there is a lawyer in Buffalo, familiar with the old and the new systems, who would for an instant wish to return to the old ways. Each judge has a clerk who acts as his stenographer, and we are in every way fitted to run the court with all the dignity and decorum of the Supreme Court.

The principal way of raising the standard of efficiency in magistrate's courts is by choice of good men for the positions. You are much more likely to get good men, those fitted by training, experience and temperament for the place, if the terms are long and the salary satisfactory. There is absolutely no question but what the mere attraction of a long term of ten years in our City Court has brought out a much higher grade of candidates for the positions than were formerly in the field for the same, and while it was true that we generally got satisfactory judges in the Municipal Court for a six year term it was often because the political leaders went outside of the avowed candidates and picked a suitable man, and very few high grade lawyers became candidates for police justice or morning court justice, when the term was four years, under the old system.

Without wishing to reflect in any way upon many excellent laymen who have held positions as magistrates, I think it is

almost always the fact that better satisfaction and more efficient judges are obtained from men of legal training, and several years of active practice of the profession should be a prerequisite to eligibility, particularly in the cities of considerable size. The personal factor is a large element in making our courts efficient. Promptness in opening, quick and impartial attendance to all business that comes before the court, the maintaining of a proper dignity and decorum, and, above all, the pride in doing one's work well, are all factors in increasing the efficiency of any court.

I think the usefulness of our courts could be much increased if we had power to dispose of certain felonies. Probably half of the felonies that come to Part IV. of the City Court of Buffalo could be better disposed of by the magistrate than by holding for the grand jury. A great many of these offenses are felonies in name only and are not of serious enough character to warrant very severe punishment. We often reduce the charge to a misdemeanor, provided the defendant will plead guilty to such a charge, but this puts the option of a quick disposition of the case in the hands of the defendant. Of course a constitutional amendment is necessary to give us this authority because all felonies have to be prosecuted by indictment. I think this is a matter that ought to be properly considered at the next Constitutional Convention. I do not think it wise to have a grand jury with a City Court, because the prime object of the court as a means for the speedy disposition of civil and petty criminal cases would be seriously interfered with, but original jurisdiction of minor felonies would be of great benefit to the public. It would save the time and expense of keeping the people in jail while waiting for the grand jury to act. It would save a great deal of work for the district attorney's office and the grand juries and also would save the time of the Supreme and County Courts and the trial judges and juries. In other words, minor felonies could be disposed of at one hearing, in one step, where three steps are now necessary.

Courts will be respected according to their usefulness in the community. We are talking of introducing a system suggested to me by reading an article by Judge Wells of the Municipal Court of New York. That is a sort of a court of conciliation, or an effort of the judges to arbitrate somewhat informally all claims

not exceeding $25 or $50 in amount. The parties will be brought into court by the sending of a citation by registered mail from the court to the defendant, notifying him that so-and-so has presented a claim against him, and that it will be heard by the court at a certain time and place and that he may appear and explain his side of the case, and upon his failure to appear a summons will be issued against him and costs and expenses added if the plaintiff prevails. We are of the opinion that a great many merchants and other people having small claims are loath to prosecute them because of the unjustifiable fear that the lawyer will take everything that they get out of the claims, or on account of the time that it takes to reach the case after the suit has actually been started. It is our idea that this class of people would take advantage of this arbitration system because a great majority of the cases probably could be disposed of at one hearing and without any great amount of technical formality. The doing of such things would tend to promote the public recognition of the importance of our courts of limited jurisdiction and make it easier to get proper compensation for our judges.

I think it easier to get proper compensation where the courts have both civil and criminal jurisdiction because the public generally realizes the importance of having competent men to try civil cases, and the same men would necessarily have to try the criminal cases, and with the recognition of the need of an efficient man to try civil cases comes the recognition of the need of paying a sufficient salary to attract the right kind of timber. Much could be done through newspaper publicity, and addresses before clubs and societies to secure further recognition from the public of the inportance of the court.

Very few people realize the amount of business that is transacted in a court of this sort during the year, and of the vast importance that it is to the ordinary citizens of the community. The most exemplary and law-abiding citizen is liable to be in court at any minute as the result of an accident, and he may be the plaintiff or defendant in a negligence suit. It is most important that the scales of justice be held steadily by an experienced hand. A great amount of publicity can be obtained through the work of the probation officers, especially in the domestic relations branch.

I am heartily in favor of anything furthering the uniformity of practice and procedure throughout the State. To my mind the courts of all cities of any size should have the same general form of practice and procedure. I think the warrants of all regularly established city and police courts should be good all over the State without endorsement. As it is now it is impossible to know, without a careful examination of the statutes, whether or not it is necessary to endorse a warrant from a neighboring city. The warrants of courts in some cities are good all over the State, without endorsement, and others of twice the size have to be endorsed outside of their own jurisdiction. I can see no reason why a warrant issued from the court that has all the proper judicial machinery, even though it be called a city court, should not be good anywhere within the lines of the State without an endorsement.

You cannot have good courts without good equipment. You must have a good place to work in or all the efforts of the judges for the betterment of the courts are largely in vain. Good surroundings make it easier to get greater decorum and produce a better effect upon the prisoners upon trial.

To my mind we could follow with much profit in our magistrates' courts some of the methods of our English brethren. I once had the privilege of attending a magistrate's court in London. It was run with all the dignity and decorum of the High Court of Justice. There was hardly any room for spectators. Within the bar rail there was ample room for counsel and only one witness at a time was brought in. Other prisoners and others not interested in the case, and all witnesses except the one testifying were kept in adjoining rooms. It needs no argument to prove that if a man's case were meritorious, and his witnesses were telling the truth there would be no harm through discrepancies in their testimony, while it would absolutely preclude the possibility of interested witnesses for the defendant, or prosecution, persons that, so far as the defendant is concerned, really ought to be co-defendants, from making their testimony fit into the testimony of the other witnesses. This procedure gives greater dignity and solemnity to the court, and creates a much greater impression upon the people who are punished there. The procedure is orderly and dignified, speedy without seeming haste, and does not in any

way cater to the maudlin sentimentality that actuates a large number of habitual frequenters of police courts. I think all magistrates' courts should be so arranged that there should be one room for prisoners and one room for witnesses adjoining the court room proper, and that the prisoners and witnesses be brought in as their presence becomes necessary, and that as soon as a prisoner is convicted he should be taken out by some side entrance that would least interfere with the general order of the court. Such a system would greatly increase the dignity and effectiveness of the court in which we are serving, and make them a greater force for good in our communities.

Kipling says:

"If you can fill the unforgiving minute,
With sixty seconds' worth of distance run;
Yours is the Earth and everything that is in it,
And — which is more — You'll be a Man, my son."

Fellow magistrates, if we can do this in our courts there will be no lack of appreciation on the part of the public.

Judge William B. Moorhouse of Tarrytown: Judge Noonan has talked from the standpoint of the city court. I represent a village court, which is quite different, and we do not have the facilities or ways of working that they do in the city court.

Our county court in the county of Westchester is full all the time with a lot of cases that the police magistrate could try if the law permitted. There are people brought before us for carrying a revolver without a license; but we are unable to try those cases; we have got to send them to the grand jury and oftentimes that is all there is to it. You often hear the remark, "Well, let the judge commit you to the grand jury; we will get you out on bail, and the politicians will do the rest of it."

Also, in some assaults, I think we should have more jurisdiction. The city magistrates have more jurisdiction than we do, but I think we should have more jurisdiction and I think it would raise the standard of efficiency in those courts and make quite a difference in them.

Also, I find many times it is hard work for us to find a place to commit some classes of criminals. For instance, one of the judges here last year spoke about the State Training School

at Hudson for Girls; he was unable to get girls in. I have had the same experience there. I had an incorrigible girl and I committed her there and they refused to take her on the ground that they didn't have room for her. The sheriff left her there under protest and she stayed about five months and then she was delivered back to the sheriff and from him to me with the word that she was mentally incapable of receiving any benefit there. In the meantime, she had written her father and myself several letters and they were certainly well written, spelling good, paragraphing good, etc. If she was mentally incapable I shouldn't have thought she could write those letters.

There was a colored girl in a place near Hartsdale who was hired by a family there to look after the children. She was fairly well educated, a good musician, and all that; her mother was a cook in the family, but this girl had a propensity for stealing. Our sheriff arrested her in New York and brought her up to me and told me I must commit her. I told him I didn't know where I could commit her and I spent the whole afternoon telephoning around to the different institutions and couldn't commit her, for there was no place, and the sheriff was very much surprised. However, we sent to the mother and told her she must take care of her girl. I have since heard from the police authorities in New York city that she is going bad.

I had another case, that of a boy. The Civic League and other organizations said I must do something with him. There is a place where they take just such cases, and I undertook to get him in and I got word that in the course of a year or two they would have an addition and could take him then. I had to put him in the almshouse.

Those are things that make the people look down on our courts. They don't look on us the way they should. I think our courts should be looked up to with more respect and dignity than they are. There is not much dignity to some of the police courts. Some have only a table and a few chairs; some people go in with their hats on and smoking cigars. In others, where they have a bench, etc., they would take their hats off immediately. The village courts are in bad shape.

I agree with Judge Noonan that the compensation of justices should be fixed so they could get good men as justices. I think

they should be lawyers. I am a layman and I find it difficult in many ways, although I have been there twelve years. The compensation is so small that a good lawyer doesn't care for the position, and I don't blame him a bit.

The village courts don't try civil matters. The only way I do it is that I am village police magistrate and town justice of the peace as well and that gives me authority over civil matters. I think the police justice should be a lawyer and understand the law. We have no stenographers and no complaint clerks, no record clerks or anything of that kind. The magistrate has to do all that himself. I have to write down my own testimony in longhand. I think all those things would have a tendency to raise the standing and efficiency of our courts.

ELECTION OF OFFICERS.

Magistrate Charles J. Dodd of Brooklyn: I thought that some of the gentlemen would have to leave rather early and I thought possibly it might be well to make the report for the committee on nominations at this time. If it is agreeable to you, I will report that the committee has recommended the following officers and members of the executive committee. The by-laws require that at least one member of the executive committee shall come from a city of the first or second class, one from a third-class city and one from a village.

President, James K. O'Connor of Utica; Vice-president, Benjamin J. Shove of Syracuse; Secretary, Arthur W. Towne of Albany. Other members of the executive committee: Otto Kempner of Brooklyn; Charles H. Piper of Niagara Falls; William Ryan of Solvay.

President Kempner: Gentlemen, you have heard the report of the committee on nominations. What is your pleasure?

A voice: I move the report be received and the officers named in the report be elected for the ensuing terms.

A voice: Second the motion.

Judge Kempner: All those in favor say "Aye". Opposed, "No". The motion is carried and those named are declared elected.

RESOLUTIONS ADOPTED.

Judge J. K. O'Connor of Utica: The committee on resolutions have considered the various matters and we submit the following:

Resolved, That the State Association of Magistrates, knowing that the members of the Legislature recognize the great importance of having the State provide adequate and proper facilities for the institutional care and treatment of delinquents and criminals, respectfully urges that they support legislative measures for securing the following objects:

1. The early enlargement of the capacity of the State Training School for Girls at Hudson, and the establishment of a State Training School for Girls in the Western part of the State;
2. The early completion of the State Farm for Women, the State Colony for Vagrants, the State Training School for Boys, and the State Reformatory for Male Misdemeanants;
3. The early establishment of one, or possibly two, custodial institutions for feeble-minded men and women convicted of crimes and quasi-crimes;
4. The issuance by the State of long-term bonds to such an amount, over and above the annual current revenues, as may be needed to provide for the foregoing and such other needs as will develop within the next few years in the care and treatment by the State of the delinquent, dependent and defective classes.

I move the adoption of this resolution.

(Carried.)

Resolved, That the special committee appointed at the last conference to consider an amendment providing for acceptance of pleas of guilty, be continued, and that the retiring president appoint a committee of three magistrates for the purpose of collecting data concerning the more important legislative and other needs of the magistrates' courts of cities and villages and of reporting its findings and recommendations, preferably in printed form, before or at the next conference, and that the program of the next conference provide a special time for discussing and acting upon the report and upon matters pertinent thereto.

I move its adoption.

(Carried.)

Resolved, That the State Association of Magistrates favors the establishment by municipalities or counties of juvenile detention homes for use by the local children's courts whenever suitable institutions for such a purpose are not provided through private societies.

I move the adoption of the resolution.

(Carried.)

Resolved, That the State Association of Magistrates deplores the fact that in many localities the court rooms and office quarters available for police and children's courts are improperly located and arranged; that such court rooms are often illy heated, lighted and ventilated; that the lack of space compels crowding of persons required to attend the sessions, and detracts necessarily from the dignity of the court; that very often unsanitary conditions are permitted to prevail.

Therefore, we urge upon the local authorities vested with the power of correcting such evils, the great importance of providing proper and suitable offices and court rooms.

I move its adoption.

(Carried.)

Resolved, That the State Association of Magistrates place on record its appreciation of the labors of its retiring officers and committee members; that it thank Dr. John Koren of Boston, Dr. Katherine B. Davis of Bedford, District Attorney George E. Bond of Syracuse, and Mr. Bailey B. Burritt of New York, for their thoughtful and stimulating addresses; that it thank Judge Benjamin J. Shove and Chief Probation Officer Timothy J. Shea for assisting in the local arrangements, and Mr. Alexander H. Cowie and Mr. B. W. Moyer for loaning the use of their automobiles on the enjoyable trip about Syracuse, and that it thank the Syracuse papers and the Associated Press for giving such generous publicity to the proceedings of the Conference.

I move its adoption.

(Carried.)

We are in receipt of a communication from Judge Bryan of Rochester proposing certain amendments to the Code of Criminal Procedure. We believe that this should go to this committee on legislation and that if they believe such an amendment is necessary, they could prepare and secure such legislation. Different measures may be necessary to carry out the idea. It cannot be done hurriedly by a few men when they are handling a great many other matters, so without acting thereon, we refer this to the committee on legislation.

President Kempner: All in favor of its reference to that committe, say "Aye." Opposed, "No." Carried, and so referred.

STANDING AND EFFICIENCY OF THE MAGISTRATES' COURTS.

(Continued.)

Bailey B. Burritt, Executive Secretary, Committee on Criminal Courts, New York City: I would place first of all in any program of ways and means of raising the standing and efficiency of magistrates courts, the necessity of a change of emphasis upon the function of the court. It is interesting to me as a student of court conditions to observe the rapidly increasing tendency in the direction which I am about to indicate. More and more our police courts are coming to take the attitude that the function of the court is not alone to be an instrument of punishment, stern, severe and frequently arbitrary, but that more important than this is its function as an instrument of *diagnosis of the difficulty* in order that treatment may be wisely prescribed. This I consider one of the most important developments in our inferior court work, a development which means much for the general effectiveness of the work of these courts.

Second in importance and almost a corollary of the first, I would include the personnel of the court including judges, probation officers, attendant officers and other employees. We must forever give up the idea that a good lawyer necessarily makes a good judge. A satisfactory judge of a police or magistrate court is a person who combines in a rare degree, knowledge of human nature and familiarity with the best newer tendencies in dealing with offenders as well as persons well versed in the laws themselves. On the whole, I think that judges with a long tenure of office who are appointed rather than elected are more likely to be selected because of their fitness for the work than short term elective judges.

It goes without saying that unless we have as probation officers men and women of high qualities, probation work cannot be successfully done. We frequently underrate also the importance of having efficient court attendants, complaint clerks, etc. The impression that the large number of persons who come to our inferior courts get in their first contact with officials of the court is of great importance. It matters much in the net results ac-

complished by a court, whether the clerks are uniformly courteous and sympathetic to the public appearing in the courts, including the defendants, witnesses and others. Here too there has been a decided improvement, particularly in the city of New York, in the courtesy and patience manifested on the part of court employees.

Another most important means of accomplishing desired results is good, simple court buildings and rooms. The general effect of a disorderly, unkempt and unsanitary court building and court room upon the individuals obliged to appear in court is most unsatisfactory, leaving as it does an impression of carelessness and inefficiency on the part of the court itself. On the other hand, the effect of a good court room kept clean, well ventilated and lighted is most wholesome. I have usually found also in such court rooms more courteous employees and more satisfactory conditions in general. The abolishing of the bridge in New York city and the establishment of a witness chair for defendants in all minor cases, for example, has done much to increase the efficiency of these courts and to impress upon the persons who are brought to them that wholesome justice is administered in these courts. The importance of the physical surroundings in the court can scarcely be over-emphasized. The difference between an efficient and inefficient court may hinge quite largely upon physical conditions in which the court is held.

Some degree of uniformity in dealing with cases is also an essential in any program to raise the standing of magistrates and police courts in the opinion of the public. This is particularly true in large cities where a number of magistrates are dealing with the same class of offenses. Every individual should, of course, be dealt with as an individual case according to its merits, but it creates in the minds of the public an impression that there is injustice somewhere when we find as we do in our courts that one judge is discharging 10 per cent. of all cases arrested for a given offense, such as intoxication, while another judge is discharging 90 per cent. of all cases that come before him. The same general impression is created also when we find an entire lack of uniformity in the disposition of cases not discharged. It hardly seems fair to the average man brought before these courts

that one judge should fine all cases brought before him an average of $4.05 while another judge fines his cases only an average of $1.15. Similarly it seems unfair for one judge to commit none of his cases, whereas another judge commits 62 per cent. of all his cases. This lack of uniformity, particularly in a given city, is a potent factor in my judgment in decreasing the amount of public confidence in the carefulness, orderliness, considerateness and justice of the proceeding on the part of the courts.

In a lesser degree also great variation in the procedure in different communities of the same state also lead to the same impression.

One thing that stands in the way of a fuller recognition on the part of the public of the importance of the work of our minor courts, is the fact that not sufficient effort is made to adequately educate the public with regard to the work done by those courts. It has been quite impossible, for example, in nearly every large city of the State, to say nothing about the smaller ones, to know from the public records, with any degree of detail, what the actual work of the court is. Such statistics as have been given have not been usually presented in an attractive form and have been so meagre that it is hardly possible for the public at large, or even the newspapers, to know what is being done. I have perused with much impatience, the annual reports of a large number of police courts. In a very small percentage of them is it possible to ascertain, for example, the disposition of persons held for any given offense, that is, to ascertain how many persons were fined for that offense, and what amount the fine was; how many were committed and to what institutions and for what length of time. Perhaps one of the fullest reports is the last annual report of the Municipal Court of Buffalo. In my own city Chief City Magistrate McAdoo has recognized this need and will publish in his report for 1913, much more complete statistics than have ever been published in a report of his department before.

Not only is there this lack of detailed information but the descriptive material accompanying the annual report is usually very meagre, wholly formal, painfully uninteresting. The one opportunity which the magistrate has for telling the public fully,

interestingly and effectively, what his court has been doing, has not been embraced as a rule. I would plead therefore for better annual reports, including complete and more useful statistical tables and a much fuller discussion for the public of the difficult problems which beset the court and of the efforts which the court is making to meet those problems.

The newspapers, too, are in many instances not taken sufficiently into the confidence of the judges. Were the judge to talk over frankly the problems and difficulties of his work with representatives of the press, he would find them ready to respect any confidences and also to discuss for the purpose of interesting the larger public, the policies and problems of the court. And this is most important because ultimately the success of the court depends largely upon the degree of information which the public has about court work and the corresponding public support behind it.

In this connection I would emphasize also the possibility of stimulating the organized committee of public spirited citizens to co-operate with the court in informing the larger public of its works in studying the needs of the court and in supporting before the proper fiscal authorities the appropriations needed to improve this work.

Two other measures I would like to refer to without having time to discuss them as fully as I would like. One is the necessity of differentiation in the treatment of the occasional and repeated offender. This implies the necessity of careful and complete records and in our larger cities the use of an adequate system of identification, such as the finger-print method of identification, for the purpose of giving the magistrate accurate knowledge with regard to those persons who are repeated offenders. The city of New York has just made possible in its budget for 1913, the extension of a finger-print method of identification for offenders in the Magistrates' Courts. This will be applied to all persons convicted of public intoxication, disorderly conduct, vagrancy and all other offenses in which repetitions are likely to occur. The other is — and it is almost a corollary of the first — the necessity for a radical reorganization of the methods of dealing with offenders after conviction.

This reorganization should include the creation of machinery in connection with the court for the study and observation of convicted cases before final disposition. It should include also a greater specialization of institutions to which such cases can be committed. Steps in this direction are being made. New York city has procured a farm upon which it proposes to care for inebriates thus obviating the necessity of sending inebriates to local penitentiaries. Provision is being made for a State farm for vagrants. This tendency is entirely in the direction also of establishing institutions for the treatment of women offenders. Not until we do secure such classification can we hope to deal very intelligently and adequately with these cases.

These are but a few means which suggest themselves to me, but every one of them, in my judgment, forms an essential step in any program for increasing the standing and efficiency of the magistrates' courts in the community in which they work.

Judge George C. Appell of Mount Vernon: The question propounded to me was "Do citizens of our communities realize the importance of the position of magistrate," and I must say they do not. That is exemplified by the salaries which the average magistrate receives in this State. Only yesterday, one magistrate in a city of between ten and fifteen thousand was telling me he receives an annual stipend of $900. If that is the case you cannot tell me the public is greatly interested in that court.

In most places the chief sources of information relative to the workings of a court which the public receives comes from the press, and we all know the press is very apt to garble accounts and unquestionably leaves out much of the important work of a magistrate. In this connection, I want to discuss for a moment the advisability of publishing accounts in the press of cases affecting juveniles and marital wrongs. It has been a subject of quite some discussion in my city whether that should be done; we have consulted with the managers of the newspapers and they have taken offense at our "butting in." Various church societies have taken it up. The newspapers take the attitude that publishing articles of this description acts as a deterrent to others who might commit like offenses. We tried to get on common ground and said "don't publish any record of the first offense,

and when he comes back to court, then you can get at him as hard as you wish." But up to the present time we haven't eliminated that from the papers.

I am going to speak entirely from the standpoint of my own court. After all, these meetings are more or less like experience meetings.

I think that we members of the bench in cities of the second and third classes can secure greater interest on the part of the public in our courts if we will separate them into various parts; hold your special sessions proper at one time in the morning; have a separate domestic relations part, and have a separate juvenile branch in the afternoon after school hours as we do in my city. I have a juvenile court once a week in the afternoon at 3:30. In case a felony is committed, the defendant is arraigned at 10:30. In that way the people have learned to take an interest in the court; they have learned that the court is trying to do the right thing by the children. If the child is brought to the court of special sessions and forced to sit through a long procession of drunkards, larceny cases, possibly cases of rape or incest, or some such crime, if the children are forced to listen to that until their cases are called in the judge's private chamber, great harm may be done. We have them come to the separate court of their own after school hours.

The same reason applies to cases of domestic relations. We have a separate domestic relations part in my city in the afternoon. You would be surprised to learn how those cases have multiplied since the establishment of that court. This isn't to say for a moment that those cases have multiplied in the city, but that those people have more confidence in the court, knowing they can come and be heard privately; that they can go now into a small court room and have their cases heard before not more than six or eight people at most. Heretofore they didn't like the notoriety of coming to court before the morbid crowd which hangs about every court. I find that has done more than anything else to heighten my court in the estimation of the popular mind.

As Mr. Burritt just said, I believe in acquainting the people of our communities with the work we are doing either by having

other people talk about it or by doing it ourselves. Of course, we do not like to tell about the great work we are doing, but at the same time if we are asked to speak, we should tell about the workings of the court and how the people can co-operate. After the establishment of the juvenile court and domestic relations court in my city, the people seemed to take a wonderful interest, so much so that Monday evening we are going to have a meeting of about one hundred and twenty-five people that have formed a so-called Big Brother movement. The people want to help in these juvenile cases and in the solution of the problems presented by married people who are in trouble.

I believe further in the policy of the open door; that a judge should be seen at any time of the day by anyone from the city. I find that by listening to a probable prospective complainant and his witnesses we can very often stop the trouble in its incipiency before it reaches the court. If we didn't give such cases our attention they are bound to come to court. So I believe in having your door open all day long so if anyone wants to talk to you about their troubles, you are there to hear them.

I am a strong believer in individualism. I think too many of the magistrates work by routine. Here is a man brought up for being drunk; a man for stealing a pint of whiskey from a store, or an apple from a fruit stand. What am I going to give him? The thought comes into the minds of magistrates that the man ought to be punished. But every one should receive individual attention, and every case can be treated differently. I remember a magistrate from one of the country districts telling me last year of a case he had before him. I had asked if he ever gave six months' term. "Why, yes," he replied, "I had a negro ash collector who kicked an ash can over the lawn and scattered ashes, and I gave him six months." If anything is going to make the public suspicious of the court and have an unwholesome dislike for it, it is just such cases. That judge probably didn't realize that by putting that man on probation or fining him five dollars he might accomplish more good. In cases of domestic relations, I think there is special opportunity for a magistrate to use latitude in the cases coming before him. In one special way I have been very successful. In most cases of domestic relations,

the man is earning about $12, $18 or $20, and he has a wife and from two to six children. The wife isn't getting her share of the money, for he is using lots of it for rum on Saturdays. So I have adopted the practice of preparing a budget for this man. I get the amount he is making a week, and I say, "You are going to spend so much for rent, gas, food, clothing; so much for doctor bills; and save that little there. I put you on probation and I want you and the probation officer to tell me that your budget has been lived up to."

City Magistrate Edward J. Dooley of Brooklyn: The Code of Criminal Procedure, as its name will imply, is the guide from which the magistrates of the State are to take their directions. Uniformity is a term which indicates consistency, resemblance, sameness; conformity to one pattern. (Enterprise v. State, 29 Florida, 128–129.) The construction given to the Constitution and laws should be uniform, so that the operation of the instrument will be inflexible, operating at all times alike and in the same manner with reference to the same subjects. (Hyatt v. Taylor, 42 N. Y. 258; Scott v. Sanford, 19 Howard's U. S. Reports, 393.) Under the Constitution forbidding special legislation, laws should be general covering the creation, jurisdiction, organization and sessions of the court and practice and evidence therein (8 Cyc. 732, citing People v. Washington County, 155 N. Y. 295; 55 N. Y. Ad. 388).

A magistrate is defined by section 146 of the Code of Criminal Procedure to be an officer having power to issue a warrant for the arrest of a person charged with crime. Section 147 of the same Code tells us who are magistrates, and among others "5. A justice of the peace. 6. The police and other special justices appointed or elected in a city, village or town."

The title of my subject is, "Furthering Uniformity of Practice and Procedure Throughout the State." Practice has been defined to be "the application of science or knowledge to the wants of men in the recurring incidents of life, as in the practice of law or medicine." (Webster's Dictionary, quoted in the

People v. Blue Mountain Joe, 129 Illinois, 307.) The word procedure includes in its meaning whatever is embraced by the three typical terms, pleading, evidence and practice. (Angevine v. Fleischman, 155 N. Y. A. D. 106.) Justices of the peace and police justices are one and the same, so far as the criminal aspect is concerned, except as to jurisdiction. So that if I can point out inconsistencies affecting the offices of justice of the peace and police justices throughout the State and suggest their remedy, I will, in a measure, be fulfilling the requirements of the task set before me.

A justice of the peace is a constitutional officer, made so by section 17 of article 6 of the Constitution, which says that, "The electors of the several towns shall, at their annual town meetings, or at such other times and in such manner as the Legislature may direct, elect justices of the peace, whose term of office shall be four years." So jealous are the courts of the State in regard to the office of justice of the peace that where a law was passed providing for a police justice in the same town in which there was a justice of the peace, and provided that in said town the said police justice should have jurisdiction over certain offenses, and of which offenses a justice of the peace in said town also had jurisdiction, but which provided that the officers of the peace should not execute any process of such justice of the peace, but all proceedings should emanate from the said police justice in respect to said offenses, the Court of Appeals held that such a law was unconstitutional. It further holds that said office cannot be abolished by legislation (People ex rel. Berbey v. Howland, 155 N. Y. 277), although the same court has held that the office of police magistrates in cities can be abolished. (Koch v. The Mayor, 156 N. Y. 186.)

There are several thousand of these justices of the peace in the State of New York (Vann, J., People ex rel. Berbey v. Howland, *supra*), and the only qualification necessary to be eligible to said office is that one should be a citizen; whereas, the office of police justice, in some cities of the State, requires that

they must be lawyers of at least five years' standing. (See charters of the cities and the Inferior Courts Act of 1910.)

Justices of the peace have jurisdiction in all cases of misdemeanors, the maximum punishment of which is one year imprisonment and five hundred dollars fine, or both. (See section 62 of the Code of Criminal Procedure.) The magistrates in the larger cities are only committing magistrates, except in a very few cases such as vagrancy, disorderly conduct, etc.

Section 560 of the Code of Criminal Procedure provides that, "In the several cities of the State that if the crime charged be a felony the application for admission to bail must be upon notice of at least two days to the district attorney of the county, unless a shorter time is fixed by the magistrate." Section 571 of the same Code provides in a similar case as to the greater crime, to-wit, a felony: "A previous notice of at least two days of the time and place of giving bail must be served on the district attorney of the county." Thus, these sections show a discrimination as against the magistrates in the cities, no such provision being found in the Code in reference to the admission to bail by, or the acceptance thereof, by a justice of the peace. Why these discriminations as against the magistrates in the cities of the State? It seems to me it shows, at least, a lack of faith in the integrity of the magistrates in the city; and when you take into consideration the further fact that a large percentage of these magistrates must be lawyers of at least five years' standing, they are presumably men of intelligence and integrity, either one of two things should be done: either the above sections of the Code should be repealed, or else they should be made applicable to the whole State.

The information is the allegation made to a magistrate that a person has been guilty of some designated crime. (Section 145 of the Code of Criminal Procedure.) Upon the information the magistrate must examine not alone the informant and prosecutor and any witnesses he may produce, and take their depositions in writing and cause them to be subscribed to by the parties making them; but the depositions must set forth the facts

stated by the prosecutor and his witnesses tending to establish the commission of the crime and the guilt of the defendant. (Section 149 id.)

Section 150 provides for the issuing of a warrant. A magistrate who causes the arrest of a person upon information that is held to be insufficient is personally liable in damages to the party arrested by reason of his act of issuing the warrant. (McKelvey v. Marsh, 63 A. D., p. 396.) Judge Vann, in People ex rel. Berbey v. Howland, *supra,* says, "The office of justice of the peace exists in every State of the Union and is regarded of great importance to the people at large, as it opens the door of justice near their homes, and not only affords a cheap and speedy remedy for minor grievances as to rights of property, but also renders substantial aid in the prevention and punishment of crime." There are several thousand of these officers in the State of New York. There are no legal qualifications attached to the office, in the interior portions of the State, and indeed in the country districts and in our smaller cities the merchant, the farmer and the business man are called from their means of livelihood to serve the people in these minor courts, in a majority of cases with very small compensation. No legal protection is thrown around them. They are presumed to know the law and to have sufficient legal knowledge to pass upon written informations in order to protect them in the issuing of their warrants for the arrest of persons charged with crimes. This seems to us unfair. While it is true the liberty of the citizen is to be protected, yet the written forms of information necessary to be filed should be legalized, so that those who accept these offices shall have a guide, which if they will follow them, will hold them blameless from a financial loss or personal jeopardy; or else a similar provision should be applicable with respect to justices of the peace and magistrates as is contained in section 20 of article 6 of the Constitution, which provides that no one shall be eligible to the office of judge of the Court of Appeals, justice of the Supreme Court, or county judge or surrogate, except in the county of Hamilton, who is not an attorney and counsellor of this State.

Remedies Suggested.

There should be a constitutional provision the same as in the Constitution of 1846:

1. Providing for uniformity as to the jurisdiction, law and procedure governing these inferior courts, such a uniformity as Mr. Ambrose L. Jordan had in mind when he introduced such a resolution in the Constitutional Convention of 1846 and which he said he hoped would relieve the community "from those numerous, anomalous courts which are a set of patchwork tacked onto the judicial system to meet particular exigencies."

2. There should be protection of the tenure of these offices by making the magistrates throughout the State Constitutional officers the same as the justices of the peace are, and thus prevent the constant temptation to inject politics into the inferior court system by constantly changing, or attempting to change, these minor officials for no other reason than their political affiliations, as witness the annual introduction of bills in the Legislature in reference to the reorganization of these inferior courts in the cities.

3. The payment of magistrates by the fees exacted should be abolished and a salary commensurate with the duties of the office should be attached thereto; and also increase the jurisdiction of the magistrates' courts with respect to the final disposition of cases brought before them.

The fixing of a commensurate salary would leave no incentive to stir up litigation in order to earn fees. That, together with the increase of jurisdiction, would increase the dignity of the office. Previous to 1846 the County Court consisted of five judges in each county and the Legislature provided the payment of two dollars per day. The consequence was that they opened the road, as it was alleged in the debates in the Constitutional Convention of 1846, to this profit, to the village bar room politician; and consequently, these judges were considerably criticised during the course of said debates, and stood in great disfavor with all the delegates to said Convention, by reason of their lack of intelligence in the method of conducting their courts. But since the Constitution of 1846 provided for one county judge in a county (except the county of Hamilton) and which also the

present Constitution provides, except in the county of Kings (which is allowed two) and where they have subsequently required them to be attorneys and counselors-at-law, said county courts have now become a high and dignified court and command a high order of legal talent for their judges, and who are correspondingly respected and looked up to.

4. The Constitution should provide for the appointment of a commission, named by the Legislature of the State, which should be directed to prepare the necessary forms, and which should be adopted by the Legislature, which if followed in substance by the magistrates of the State would relieve them from personal liability and jeopardy for the issuing of warrants.

The discussion of this symposium brings to mind that a Constitutional Convention of the State of New York is to be called in the near future. That the magistrates of the State of New York should see to it that the delegates to said Convention should have a thorough and complete knowledge of the magistrates and their courts, so that such provision can be made in said Constitution that will provide for uniformity in regard to said courts, fixing the tenure of office and increasing the jurisdiction as to the final disposition of offenses; and also provide for the direction that a commission be appointed by the Legislature, or otherwise, which will promulgate a set of forms which, if followed in substance by the magistrates, will relieve them from financial liability and personal jeopardy. These measures, if carried out, will invite the services of men of legal intelligence, integrity and honor, and serve to raise the standard and dignity of the magistrates' courts.

Judge William Ryan of Solvay: I think one of the most important things in connection with this movement to make the procedure and practice throughout the State uniform, is the jurisdiction which ought to be conferred. I am the police justice of a village with a population of about 5,000, consisting largely of Italians, Austrians, Germans, Russians and Poles. In addition, we have a large number of saloons, and the two together make a lot of police work. The number of arrests will average from forty to eighty a month. I am also justice of the peace of the town, and have many train-riders and tramps to dispose of, so

while from a comparatively small place, my experience has been varied.

Now the police justice of a village is hampered very much by the limited jurisdiction conferred upon him. For instance, when a Pole or Austrian or Russian gets drunk, he is very apt to put up a fight against the policeman. Now resisting an officer isn't one of the offenses that a police justice has jurisdiction of. What are you going to do? If you don't dispose of that case you are setting a bad example. If you don't back up a policeman when he is making an arrest lawfully, you are going to demoralize the whole police force. So whether the Code gives me jurisdiction or not, it is an unsafe proposition for a man to resist an officer in Solvay and he usually pays for the privilege.

Section 53 of the Railroad Law forbids walking along the tracks of a railroad company unless the person so walking is an employee of the company or is crossing the tracks at a street intersection. Section 29 of the Penal Law provides that where an act is prohibited by statute and there isn't any special punishment prescribed, it is a misdemeanor. Section 1937 of the Penal Law provides that where no punishment is expressly prescribed, the penalty may be a fine not exceeding $500 or imprisonment for not exceeding one year. Now then, a police magistrate cannot impose a fine of more than $50 or send a man to jail for more than six months; that is, you have got to hold the man walking along the track for the grand jury, and he is liable to $500 fine. That is ridiculous.

In another way I have been hampered. We have had cases in Solvay where a man would tap in between the meter and the wall for the purpose of getting water without having it registered. To follow the law strictly, there wouldn't be any way of disposing of his case except by holding him for the grand jury. One fellow who had tapped in behind the meter, had had the water turned off by the Water Department, and then he went to work and turned it on again. I had no jurisdiction, but it cost that fellow $100 just the same and he paid it.

I feel that a police justice of a village ought to have the same jurisdiction that the police justices of the cities of the second class have; that is, over all the offenses enumerated in section 56

of the Code of Criminal Procedure and in addition, all other offenses of the grade of misdemeanors, excepting excise cases. The police justice of a village, if he is to have that authority, ought to be a lawyer. I am not saying that in disparagement of any justice who isn't a lawyer, but I do feel a lawyer is best qualified to administer these laws.

Now, over some offenses like petty larceny as a second offense, I believe police courts ought to have jurisdiction; also, that the amount of money value involved, instead of being $50, ought to be raised to $100. Those cases can be handled to much better advantage by a police justice than by holding for the grand jury. Another class of cases is that of burglary in the third degree. Most of those cases are car burglaries committed by young boys who are very often mentally defective or sub-normal. They haven't a clear perception of the consequences of their acts. I want to cite a little instance that came under my observation before I became justice, as to the evil that can result from a too strict observance of the letter of the law in regard to these third degree burglary cases. Two Poles were arrested a little over five years ago for breaking into some unoccupied buildings at the State Fair Grounds. They took some old furniture, mostly chairs. I appeared for those men as attorney, and in conjunction with the superintendent of the Fair Grounds, asked that the charge be reduced to petty larceny, and that the men be allowed to pay a fine or be sent to jail. The justice insisted, however, upon holding those men for the grand jury. Those fellows had been convicted once before for burglary in the third degree, and on the trial the district attorney proved a former conviction, and the result was they got six years in State prison. The family of one of those men was a charge on the town during all the time he was incarcerated. The wife of the other gave birth, during the time he was in jail, to two bastard children. Those two children are now a charge on the town of Geddes. Those things couldn't have happened if the justice had accepted a plea of petty larceny.

Just one other thing. I think that the police courts ought to have jurisdiction of the excise cases. I think that the penalties now imposed for the violation of the Excise Law are out of pro-

portion to the seriousness of the offense committed. For instance, a woman serves notice on a saloon keeper not to give beer to her husband. If he does it, he is liable to a large fine and imprisonment. There isn't any reason for punishment so severe. The way we have handled those cases is this. There is a section of the Penal Law, section 1912, which says that if a person purchases for, or procures liquor for, a person to whom it is forbidden to be sold, he is guilty of a misdemeanor and upon conviction is to pay a fine of not less than $10. When saloon keepers or bartenders have been arrested charged with this offense, instead of arraigning them for violating the Liquor Tax Law, they have been allowed to plead guilty to this section 1912, and to pay a fine. The result has been that serving a notice not to sell to certain persons, now means something to the Solvay saloon keepers.

MISCELLANEOUS MATTERS.

Magistrate Charles J. Dodd of Brooklyn: May I suggest to the incoming officers the advisability of holding these general discussions on the evening of the first day of the conference. They are very important and some of these matters could be further discussed with benefit to us all. We find ourselves now in a hurry to carry out our regular program. If we were to discuss these the first night of the convention we would not be in any hurry, and I don't know that we could be more profitably employed than discussing some of the matters brought up this morning. I would like to make that suggestion to the incoming board.

(Invitations were extended by Judge Chadsey of Rochester for the next Conference to meet in Rochester; by Judge Noonan of Buffalo for the next Conference to meet in Buffalo, and by Judge Piper of Niagara Falls for the next Conference to meet in Niagara Falls.)

President Kempner: The selection of the place of the next meeting will be made by the new executive committee.

Police Justice James S. Bryan of East Rochester: It occurred to me two years ago when I learned of this Association that it

would be a good thing for me to join. So I made application to one of the members, and was surprised to learn that justices of the peace or justices of villages of less than 5,000 population were not admitted to membership. I live in one of the most progressive villages of the State of New York; it has a population of 3,300; from 1,200 to 1,400 men are brought every day into the New York Central car shops. I want to ask the consideration of this body to change the rule relating to membership, and at least let in villages of the third class irrespective of their population. There are lots of magistrates of villages of the third class who would be a credit to this Association and many of them would be greatly benefited by what they learned here. I want to thank this Association for the courtesies shown me. I have received many benefits from it and I hope to attend the future conferences, but I want to be a member and not a guest.

President Kempner: The suggestion of Justice Bryan is deserving of our most serious consideration. I think our deliberations could be of more benefit to the police justices of the State than to the judges of the higher courts. The little courts we want to raise and there ought to be no limitation, no matter how small the place.

Magistrate Dodd: How may the by-laws be amended? What is the procedure?

President Kempner: By a majority vote of the members.

The by-laws read, "All magistrates and magistrates-elect of courts of inferior criminal jurisdiction in cities and in villages having 5,000 or more population, and all magistrates or magistrates-elect or appointed of children's courts, shall become members."

Judge O'Connor of Utica: I think we might take in villages of any size, but let me call your attention to one thing, nearly every town has four justices. In our county outside of the two cities, there are 26 towns and in each of those towns there are four justices of the peace. The town of Ava has 890 people and casts 230 votes, and they have four justices of the peace.

Judge Chadsey: I move that we amend the by-laws to include all incorporated villages. Strike out the words "having 5,000 or more population."

Magistrate Dooley: What is the objection to having our friends come here even though there are four from a town?

Judge Noonan: I don't think they would attend. The chief importance of the justice of the peace is his membership on the town board.

President Kempner: The question is on the amendment of the by-laws; striking out the clause in article 2 on membership, "having 5,000 or more population." All in favor of the amendment say, "Aye." All opposed? Carried.

Judge Chadsey: I propose that Judge Bryan of East Rochester be elected a member of this organization.

Magistrate Dodd: I second the motion.

President Kempner: You have heard the motion that Judge Bryan be elected a member of the Association. All in favor say, "Aye." Any opposed? Unanimously carried.

Judge O'Connor: As an individual I have a matter to present. I have been requested by a delegation of suffragists of the female variety that one of their number, Miss Freeman, be permitted to address this body and I told her that I would ask for your consideration.

Magistrate Dodd: I move that if we can finish the discussions in time the ladies be invited. In view of the fact that we must adjourn by 12 o'clock, however, I think we should finish our work.

Judge Noonan: I second the motion.

President Kempner: All in favor say, "Aye." Carried.

Judge Byrne of Seneca Falls: I move that the papers presented at this session be referred to the special committee to report at the next conference on the legislative and other needs of the magistrates' courts, and that the committee report recommendations to the next annual conference.

A voice: Second the motion.

President Kempner: All in favor say, "Aye." Opposed? Carried.

The committee as appointed consists of Hon. Charles H. Dodd, Brooklyn; Hon. Benjamin J. Shove of Syracuse, and Hon. George J. Smith of North Tonawanda.

Judge McCabe of Haverstraw: I don't know whether I am right or wrong. In our locality during the past year we had a very troublesome thing to contend with. As you know the laws of the State compel the corporations and institutions to pay semi-monthly. During the past year we have had quite a good deal of trouble and bother inasmuch as some men would work for a short time and probably not like the surroundings and leave their work. They would come to me and appeal for assistance in getting their pay. It caused quite a good deal of hardship. Probably some of you who have had large contracting business around your own sections have this same trouble. It might be looked into a little to see that the contractors live up to the law.

Another thing. In many instances a woman would have her husband arrested for drunkenness or non-support, and he would be committed for thirty or sixty days. In a short time she would feel very sorry, but the magistrate who had the power to commit or send to jail for a period of sixty days hasn't the power to change that sentence. That is a suggestion that might be considered by this Association.

Judge Noonan of Buffalo: Our act gives the majority of the judges the power to modify sentences and it works exceedingly well.

Arthur W. Towne, Secretary of the Association: In reply to a suggestion that we would be glad to receive written statements or comments on the general subject under discussion this morning from any judges who could not attend the Conference in person, I have here two letters, which if time permitted, I would like to read in full. Since there is not time for this I will, with your permission, see that in lieu of reading them they are published in the proceedings.

(The letters follow.)

CITY MAGISTRATES' COURT, FOURTH DISTRICT,

SECOND DIVISION, CITY OF NEW YORK,

JAMAICA, BOROUGH OF QUEENS.

Telephone, 517 Jamaica.

November 27, 1912.

ARTHUR W. TOWNE, Esq., *Secretary N. Y. State Association of Magistrates, Albany, N. Y.:*

MY DEAR SIR.— I have received the notice dated November 19th of the approaching Annual Conference at Syracuse on December 6th and 7th. I regret very much that my assignments to duty in court will prevent my attendance at that time.

I note in the closing sentence of your letter a suggestion that it would be helpful, perhaps, if Magistrates who could not attend would submit to you any recommendations, etc., on the subjects to be discussed in the symposium.

I should like especially to be present to contribute my views on the very first question suggested under the title, "Possible Means of Raising Standing and Increasing Efficiency."

The question is, would the "standing and efficiency be increased by conferring additional jurisdiction upon Magistrates?"

It is my impression that such legislation would *not* be of benefit either to the standing of the court or to the public. My experience, of course, is confined to the Magistrates' courts in the City of New York; it is possible that in other parts of the state increased powers might be advantageous. I have in mind particularly the increased powers which have been given to us within my term of office, namely: the power to inflict punishment in cases of certain specified misdemeanors upon a plea of guilty. In the case of a violation of the Highway Law, first offense, and cruelty to animals, first offense, as you know, the Magistrates on a plea of guilty may fine or imprison the accused. The feature in regard to this increased jurisdiction, which has been in my judgment a disadvantage, has been the uncertainty of punishment. This has been caused by the very wide divergence of opinion by the individual Magistrates as to the seriousness of these offenses. My own view has been — I am speaking particularly of the violations of the Highway Law — that this is so serious an offense that it should be severely punished. Rarely, if ever, have I found a case where I considered a suspended sentence is justified. Upon a confession of guilt of reckless driving of a motor car upon the highways, the penalty should be, in my judgment, at LEAST $20 fine. My reasons for this are as follows: The automobile is a tremendously powerful engine, because of its weight and speed it is extremely dangerous in any place where there are pedestrians. The cars are in most cases built with the purpose of attaining speed in excess of the thirty miles which the law says is the speed which may be presumed to be safe. I am told by many experienced motorists that a speed of forty, fifty or even a greater number of miles per hour is readily obtainable from most cars.

When it is considered that this is the average speed of a railroad train, and that a railroad train is fastened to definite tracks on a right of way specially prepared, and that even crossings of that right of way at grade are eliminated so far as possible, the dangerous quality of the automobile which is tied to no specific track is emphasized. Furthermore, the engineer on a steam railroad must be a man of experience, of proven steadiness and sobriety before he can be given charge of the locomotive. On the other hand, nearly any boy of eighteen years old or upward may run a motor car, men who are addicted to intoxicants may run motor cars, and without the slightest investigation made as to the qualities which make for safety.

Notwithstanding this, I am informed, that fines of two or three dollars or suspended sentences are not infrequent.

My object in alluding to this is not to impress my view, or to insist that Magistrates who hold a different view, are wrong, but merely to emphasize that these very wide divergences in magisterial practice in cases where we now have jurisdiction, would indicate that a further extension of summary jurisdiction in other cases of misdemeanor, would in all probability be followed by equally radical divergences of opinion, and instead of making the courts more respected as an instrument of immediate justice, would make them less respected because it would be largely a lottery when an offender was apprehended as to what would be his penalty, based upon the chance as to which Magistrate he might be brought before.

I submit these hasty remarks on this particular question for such use as you may see fit to make of them at the symposium.

Yours very truly,

JOSEPH FITCH,
City Magistrate, 2d Division,
City of New York.

OFFICE OF

FRANK BIGELOW,

LAWYER,

19 PEARL ST., MALONE, N. Y.

November 27, 1912.

ARTHUR W. TOWNE, *Albany, N. Y.:*

DEAR SIR.—I enclose a few suggestions in response to your letter of November 19th. They are hastily written. I intended to go through all the questions, but stopped at No. 6, as I think I have noticed the most important things.

(Enclosure.)

Possible Means of Raising the Standing and Increasing the Efficiency of Police Magistrates.

1. It seems to me that the standing and efficiency of Police Justices would *not* be increased by enlarging their jurisdiction, for their jurisdiction is already very great. To increase it, might render these courts less efficient.

2. Efficiency would be increased by modifying the court procedure. The

Criminal Code should be so amended. A. That the ancient, useless and absurd distinction between the Justice acting as a Magistrate and as a Court of Special Sessions should be swept entirely away. B. So that all warrants of arrest whether in criminal actions or special proceedings shall be uniform. C. So that all certificates of conviction in both actions and special proceedings shall be uniform, and so that in every case whatever whenever an adult or child is convicted in an action or special proceeding, a certified copy of the certificate of conviction shall act as a sufficient commitment to any jail, penitentiary or any other institution whatsoever. D. So that all bail bonds shall be uniform and all other bonds and undertakings shall be simple and as nearly uniform as possible. E. So that proceedings to punish criminal contempts of all kinds shall be plainly provided for and so that magistrates may safely proceed to punish them. The Code should not refer to provisions in the Judiciary Law which are not to be found therein. Many other improvements might be suggested.

3. I should think that the standing and efficiency of these Magistrates might be increased by lengthening their terms of office. Certainly the term should be at least four years in every case, as no community can in a shorter period form a just estimate of the value of the work accomplished.

4. I do not think that the efficiency of courts would be much increased by improving their housing, unless their physical surroundings which are now very bad indeed are improved. Such notions are more idealistic than practical. If the community spends too much on such things, it may be unwilling to pay proper salaries. If the court is really efficient, the public will want to see it well housed.

5. I do not think that either the standing or efficiency of the court would be increased by more support or co-operation from organizations and citizens. If such citizens or organizations are inactive, they amount to nothing, and if they are very active, they are apt to usurp or appear to usurp the powers of the court, and the Justice is apt to be belittled in the eyes of the community, and if the Judge is careful that they do not encroach on his authority, he must meet their opposition, so that it would be better not to encourage too much outside help in the first place. Of course we can never get too much genuine and thoughtful co-operation from any good and intelligent citizen or organization.

6. How else might standing and efficiency be increased? Most of all, beyond any doubt, by so amending the laws, that no magistrate could ever be made liable in damages in any case where he merely exceeded his jurisdiction or acted without jurisdiction under a mistake of law and had no malice toward anybody. He should be as fully protected as any Justice of the Supreme Court. It is most unjust that while judges of courts of record who possess vast learning are always presumed to act within their jurisdiction, justices of inferior courts, many of whom have not a profound knowledge of the law, should be protected by no presumptions and should be liable to actions for false imprisonment or trespass whenever they step aside in the least from the straight and narrow path of the law as laid down by higher courts, even in cases when no man can foresee how the Appellate Division or the Court of Appeals might decide, and when it is most likely that the latter would reverse the former on such a question going up to them. This making the lower judges liable for even their most honest mistakes, even for mistakes

which the most learned judge in the state might make if he were in the magistrate's place, is hard enough and is most unjust to the person holding such a judicial position. But this is not the worst of it. The public loses much more than the magistrate. The justice may be very cautious and so escape being mulcted in damages that might ruin him. But this extreme caution causes delay and often failure or miscarriage of justice. The court ought to be entirely independent, and above all fear, that is above all fear of everything except of doing wrong or working injustice. He should not be left at the mercy of any unscrupulous shyster who may at any time bring an action against him absolutely without merit. Nothing that can be suggested, thought or imagined, would so much increase the efficiency of all petty courts, as would such proposed protection. If the Justice abused this power and liberty, he might still be removed by the law of the land, and at the end of his term might easily be voted out, and would be gotten rid of very soon in any case. But in the vast majority of cases, the efficiency of the Police courts and still more of the country Justice's courts would be enormously enhanced.

FRANK BIGELOW,
Police Justice of Malone Village.

Justice Wilkin of Brooklyn: I was called away this morning. I understand the committee on the pleas of guilty was continued. I want to get the authority from the Magistrates' Association to send a communication to the district attorneys of every county so they may have an opportunity to read this matter over and take it up.

(Upon motion, duly seconded, the committee was authorized to send a communication to the district attorneys of every county and to get their help on the question of being able to enter pleas of guilty.)

Secretary Towne: My report as secretary-treasurer will be as brief as possible. Since the last conference I have edited its proceedings and had them published in the fifth report of the State Probation Commission. The new officers and members of committees have been notified of their election or appointment, and copies of the resolution adopted by the last conference have been sent to all members. Notices were sent out for the special meeting on legislation, held in New York city on December 22, 1911, and I attended the meeting as did also Judges Kempner and Wilkin. Copies of the resolutions adopted by this special meeting were later sent to the members of our special committee on legislation. Circular letters have also

been sent out by the secretary, at the request of Judge Wilkin, chairman of this special committee, to city and village judges outside of New York city requesting replies concerning cash bail and pleas of guilty. During the session of the Legislature I endeavored to keep the members of the executive committee informed with regard to pending legislation. An effort has been made to keep an up-to-date list of the police magistrates of the State, and to supply such information as has been called for during the year by members of the Association or other magistrates. The secretary has also discharged such additional duties as have fallen to him in connection with making arrangements for this present conference.

The expenses incurred by the last conference, including the taking and publication of its proceedings, and also all other expenses of the Association during the past year, have been met through a special appropriation made by the Legislature to the State Probation Commission.

President Kempner: This is the time to introduce your new officers. I appoint Judge Piper and Judge Chadsey to escort the newly elected president to the chair.

I congratulate you, Judge O'Connor, and the Association on your election and your acceptance of the office. I know it will prove a most popular and beneficial one to the State Association of Magistrates.

President-elect O'Connor:

"Sigh not for him who meets his bier
Unwept, unhonored, and unsung.
Sometimes it's lucky to leave this sphere
Unsought, uncaptured, and unhung."

Evidently I have been sought and captured, and if I fail to keep up the high standard that has been inaugurated by my predecessors, Judge Brady and Judge Kempner, then, of course, the third action will be necessary in my case.

I appreciate very highly the honor that you have conferred upon me. It was my privilege to attend the first conference, out of which this Association grew, and it has been indeed a fortun-

ate matter for me that I have been able to attend every one of the various conferences. I see about me several who have been equally as fortunate, but there are many who are so situated that they can only drop in one year and not come another. There are those who apparently have a life tenure of the place they are occupying, but all of a sudden a spasm passes over the electorate of their community and they are lost. Some of the best men who appeared on the first or second occasion of the meeting of this Association have, by reason of the cruel fates, been deprived of their membership herein. To many of us it looked as if they were certainly entitled to life tenure, but no one knows what a perverse electorate may do. The only thing for us to do is to secure the enfranchisement of the suffragists, and then if we perform our duty by giving the women a separate room and so forth, the added portion of the electorate will always stand by us and none of us will fail of re-election.

I realize the fact that we are getting very close to the time of adjournment. There are other officers who have been chosen as well as myself and probably you desire to hear from them. It has been the custom to call upon the vice-president as well as the president, and thanking you very deeply for the honor you have conferred, I will permit an expression from the vice-president of his appreciation.

Judge Shove of Syracuse: I wish to express my appreciation for your kindness in appointing me vice-president. Of course we are supposed to know all things and make guesses accordingly, and I make a sure guess that Judge O'Connor will so ably fill the chair of the president during the ensuing year that I won't be called upon. I trust that will be the case. I thank you.

President-elect O'Connor: I will appoint Judges Appell and Dodd a committee to escort Miss Freeman before the conference.

Miss Freeman of New York City: That new animal, the suffragette, is on your tracks, and she is going to keep on your tracks until after 1915.

My appeal this morning is for that unfranchised woman; that woman that you have been talking about a good deal; that habitual wayward women. What about the habitual wayward man?

We still cling to that old Blackstone idea, man and woman, husband and wife, are one, and that one is the husband. It is all very well to theorize, but when we try to put it in practice you must look at it from a different angle. We need women judges and magistrates. In Australia and New Zealand where women are entitled to a voice in the government, they have reduced their infantile mortality rate from the highest to the lowest because they have been able to make laws whereby their school curriculum includes a course in the study of maternity and the treatment of children. We haven't such a thing here. We find health officers begging and pleading that such a thing might be included, but somehow cholera in hogs and foot-and-mouth disease in cattle seem far more important than changing the school curriculum whereby we can save human life. We think we ought to have something to say also about the care of cattle. We hear a good deal about tuberculosis, even syphillis, coming from cattle, and that comes to our homes and children. Sanitation, the cleaning of streets and all these things are our business. And you know, gentlemen, even the very things you are doing to-day, the dispensation of the law, was once upon a time usually a woman's job.

We want the enfranchisement of the women, and you know just as well as I do (though prejudice may blind you somewhat) if you believe in a democracy, in a representative form of government, then you must believe that women should be represented as well as you. We are counted when we have to pay taxes. Yes, "pay up, shut up, and don't ask questions." When our legislators' salaries have to be paid, it comes in part out of our pockets. Gladstone said that taxation without representation was legal robbery, but for some reason or other on that one day in the year, election day, we are non-entities. We would like to be people all the time.

But perhaps you feel very much like a man in Ohio. There was a boss politician of a certain town and I knew if I could get that politician, the town was saved. We were to have a meeting on the corner that day, so I asked him to come to the meeting and he came down, and after the meeting I asked him how he felt about it. He said, "I feel something like this. We had

a great criminal lawyer in the State by the name of O'Reilly; he was trying a case of an Irishman who had stolen an overcoat. After he completed the case so well, Mr. O'Reilly (who had that masculine quality of curiosity) asked the discharged prisoner to tell him the truth about the matter. 'Did you steal that coat?' 'Sure, Mr. O'Reilly, I thought I had stolen that coat; but after hearing what you said about it, I am in doubt as to whether I did or not.'" So perhaps you may have had some doubts, or you may have been sure that you believed that women ought not to vote, but we hope after you have heard a few more suffragists you may no longer have any doubts as to the question, but will consider it favorably.

President-elect O'Connor: The meeting stands adjourned, subject to the call of the executive committee.

BY-LAWS

Adopted December 10, 1910; amended December 9, 1911, and December 7, 1912.

PREAMBLE

The New York State Association of Magistrates is formed to promote an interchange of ideas and experiences concerning the work of courts of inferior criminal jurisdiction and children's courts; to develop a consensus of opinion as to the wisest methods and most desirable improvements in such courts, and to promote appropriate legislation.

Article 1. Name.— The name of this organization shall be the New York State Association of Magistrates.

Article 2. Membership.— All magistrates and magistrates-elect of courts of inferior criminal jurisdiction in cities and in villages, and all magistrates or magistrates-elect or appointed of children's courts shall become members upon enrolling their names with the secretary; and other persons especially interested in the work of such courts may become members upon being elected by the executive committee. The executive committee, in its discretion, may fix and collect an annual membership fee of not exceeding one dollar, but there shall be no other assessments.*

Article 3. Officers and committees.— There shall be a president, a vice-president, and a secretary-treasurer, who shall be elected at the annual meeting and shall serve until the next annual meeting. The duties of these officers shall be those generally required of such officers.

The president, vice-president, and secretary-treasurer, together with three other members to be elected at the annual meeting, shall constitute an executive committee. At least one member of the executive committee shall be a magistrate of a city of the first class; at least one a magistrate of a city of the second or third class; and at least one magistrate of a village.

The executive committee shall have general charge of the affairs of the association between meetings; shall choose the time and place, and make arrangements for the annual meeting; and shall consider any bills that may be introduced into the Legislature affecting the work of courts of inferior criminal jurisdiction or children's courts, but it shall have no power to act in the name of the association in approving or disapproving proposed legislation, unless authorized so to do by the preceding annual meeting, or by vote of the members taken by mail as provided by Article 4.

Vacancies among the officers or other members of the executive committee shall be filled by vote of that committee.

Article 4. Miscellaneous.— Whenever a vote is taken on any special subject by mail between meetings the secretary shall mail a copy of the proposed resolution, together with a request for a vote, to each member at least five days before the votes are to be counted, and a majority of those voting shall control the vote.

These by-laws may be amended by a majority vote at an annual meeting, or by a majority vote taken by mail.

Roberts' Rules of Order shall be the parliamentary authority in matters not covered by these by-laws.

* It has never been necessary to require any fee.

List of Persons Attending Conference of Magistrates in Syracuse, December 6 and 7, 1912.

Hon. J. J. Anderson, City Recorder, Auburn.
Hon. George C. Appell, City Judge, Mt. Vernon.
Hon. F. S. Baker, City Judge, Rome.
Hon. James S. Bryan, Police Justice, East Rochester.
Hon. Alexander J. Byrne, Police Justice, Seneca Falls.
Hon. W. G. Cady, Judge, Municipal Court, Syracuse.
Hon. John H. Chadsey, Police Justice, Rochester.
Hon. George M. Champlin, City Judge, Cortland.
Hon. George T. Davis, Ex-City Judge, Rome.
Hon. Charles J. Dodd, City Magistrate, Brooklyn.
Hon. Edward J. Dooley, City Magistrate, Brooklyn.
Hon. William M. Edwards, Police Justice, Rye.
Hon. Walter A. Ferris, Police Justice, Port Chester.
Hon. William C. Gill, City Recorder, Elmira.
Hon. William J. Hooper, Police Justice, Lockport.
Hon. Otto Kempner, Chief City Magistrate, Brooklyn.
Hon. James F. McCabe, Police Justice, Haverstraw.
Hon. Edward Monahan, City Recorder, Johnstown.
Hon. William B. Moorhouse, Police Justice, Tarrytown.
Hon. Edgar S. Mosher, City Judge, Auburn.
Hon. Thomas H. Noonan, Associate Judge of City Court, Buffalo.
Hon. James K. O'Connor, City Judge, Utica.
Hon. Charles H. Piper, Police Justice, Niagara Falls.
Hon. Isaac Franklin Russell, Chief Justice, Court of Special Sessions, New York City.
Hon. Morgan M. L. Ryan, Justice, Court of Special Sessions, Brooklyn.
Hon. Patrick J. Ryan, Judge, Municipal Court, Syracuse.
Hon. William Ryan, Police Justice, Solvay.
Hon. W. F. Santry, City Judge, Oneida.
Hon. Benjamin J. Shove, Police Justice, Syracuse.
Hon. George J. Smith, City Judge, North Tonawanda.
Hon. Lamont Stilwell, Justice of the Peace, Geddes.
Hon. Robert J. Wilkin, Justice, Court of Special Sessions, Brooklyn.

Hon. George H. Bond, District Attorney, Syracuse.
Mr. Bailey B. Burritt, Secretary, Criminal Courts Committee, New York.
Dr. Katherine B. Davis, Superintendent, State Reformatory for Women, Bedford Hills.
Miss Arria S. Huntington, Member of Board of Managers, Shelter for Girls, Syracuse.
Mrs. Acarta A. Kendall, Superintendent, Shelter for Girls, Syracuse.
Dr. John Koren, Expert in charge of last United States Census on Criminal Statistics, Boston, Mass.

Mr. John D. Lynn, 2d, Assistant Secretary, State Probation Commission, Albany.
Mr. Clement A. Munger, Hearing Stenographer, State Probation Commission, Albany.
Hon. Simon A. Nash, Ex-Judge of the Children's Court, Buffalo.
Mr. A. E. Oberlander, Attorney, Syracuse.
Mr. Timothy J. Shea, Chief Probation Officer, Syracuse.
Mrs. Timothy J. Shea, Syracuse.
Mr. Fillmore M. Smith, Superintendent, Society for the Prevention of Cruelty to Children, Syracuse.
Miss Smith, Secretary to the Chief Justice of the Court of Special Sessions, New York City.
Mr. Max Thalheimer, Syracuse.
Mrs. Max Thalheimer, Probation Officer, Syracuse.
Mr. Arthur W. Towne, Secretary, State Probation Commission, Albany.
Hon. Frank E. Wade, Vice-President, State Probation Commission, Buffalo.
Mr. Richard A. Wallace, Probation Officer, Auburn.
Mr. Joseph T. Williams, Assistant Secretary, Criminal Courts Committee, New York City.
And others.

APPENDIX E.

PROCEEDINGS (CONDENSED) OF THE FIFTH STATE CONFERENCE OF PROBATION OFFICERS, HELD IN SYRACUSE NOVEMBER 19 AND 20, 1912.

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INTRODUCTION.

The Fifth Annual State Conference of Probation Officers, called at the invitation of the State Probation Commission, opened at the Onondaga Hotel in Syracuse on the morning of November 19th and closed the following noon. The meetings were well attended, and the addresses and discussions full of interest and suggestion. About 200 persons were in attendance — a record number.

The conference was as usual held in connection with the meetings of the State Conference of Charities and Correction. At only one session was there any overlapping of the meetings. By holding the conference at the time of the Charities Conference, many probation officers are enabled to attend sessions of the latter conference who would not otherwise attend, and in turn members of the Conference of Charities can take advantage of the meetings on probation.

In addition to the usual luncheon, we arranged three informal group dinners for the probation officers at the conference, and the experiment proved well worth repeating another year. While these group dinners were primarily for the purpose of enabling the probation officers to get better acquainted with each other, the dinner of the county probation officers was made use of as an occasion for discussing the particular problems with which this class of officers have to deal. Another special feature of the conference was a visit to the Syracuse Juvenile Court and the Municipal Juvenile Detention Home.

The next State Conference of Probation Officers will be held in conjunction with the State Conference of Charities and Correction in Buffalo in November, 1913, starting on either the 18th or 19th.

PROGRAM.

(Those persons not on the program who participate in discussions are requested to confine their remarks on any one occasion within five minutes.)

TUESDAY MORNING, 10 O'CLOCK.

Opening Remarks.

By Hon. Frank E. Wade, Vice-President of the State Probation Commission.

Remarks.

(With special reference to the Syracuse Juvenile Detention Home.)

By Hon. Benjamin J. Shove, Justice of the Court of Special Sessions and of the Children's Court, Syracuse.

Announcements and Business.

Mentally Defective Delinquents.

(Many delinquents — both juvenile and adult — are found, when examined, to be backward or feeble-minded. By means of the Binet and other tests, much is being accomplished in attempting not only to detect mental deficiency, but to measure it. If probationers were examined, they would frequently be discovered to be mentally underdeveloped; their "mental age" would in some cases be considerably less than their "chronological age." Some of the most unresponsive and troublesome cases with which probation officers have to deal are either backward or feeble-minded. The sooner such cases are recognized, the better.)

Address by Dr. Frank L. Christian, Assistant Superintendent of the State Reformatory, Elmira.

Discussion opened by Louis M. Ziegler, Probation Officer of the Board of Magistrates of the Borough of Queens, New York City.

How the Right Kind of Annual Reports and Newspaper Publicity Can Aid Courts and Probation Officers.

(Within the last year certain probation officers in New York State have published interesting and valuable reports. Should not more

probation officers do this? If so, how should the reports be published and how much will they cost? Another means of publicity is through the press. News items, "human interest" stories, interviews, letters to the editors, and editorials — all these have their special value.)

Address by Dr. Orlando F. Lewis, Secretary of the Prison Association of New York, and Editor of The Review, New York City.

The Functions and Value of Probation Associations and Committees.

(There have been a dozen or more local organizations of this character in the State. Some are exceedingly useful bodies. Since so many lines of activity are open to them — for example, providing volunteer and privately paid workers, securing co-operation, initiating experiments, furnishing relief, promoting interest in the system, and supporting requests for public appropriations — it becomes desirable to learn from experience which undertakings are most feasible and important.)

Discussion opened by Mrs. Max Thalheimer, Secretary of the Syracuse Probation Association, and Probation Officer of the Court of Special Sessions and of the Children's Court, Syracuse.

Bailey B. Burritt, Secretary of the Committee on Criminal Courts, New York City.

TUESDAY AFTERNOON, 4:15 O'CLOCK.

(MEETING FOR WOMEN)

What Factors in the Cases of Women Delinquents Determine Whether Probation is Advisable or Inadvisable.

(No field of probation service presents problems more baffling than those concerning women offenders. If the women to be placed on probation are improperly chosen or unwisely dealt with, the difficulties may be insurmountable. If, however, they are intelligently selected and rightly looked after and helped, the results may be exceedingly gratifying.

Experience has pointed out many of the pitfalls and danger signals, and at the same time many of the ways by which satisfactory outcomes are achieved.)

Address by Dr. Katherine B. Davis, Superintendent of the New York State Reformatory for Women, Bedford.

How to Overcome Certain Difficulties in Dealing with Women Probationers.

Discussion opened by Mrs. William W. Armstrong, Probation Officer of the Rochester Police Court, and President of the Western House of Refuge for Women at Albion.

Miss Anne V. Roome, Probation Officer of the Board of Magistrates, Brooklyn.

TUESDAY AFTERNOON, 4:15 O'CLOCK.

(MEETING FOR MEN)

Why Men Steal.

(Why men steal does not always appear on the surface. One cause lies back of another. The real motives are often hard to fathom; the chain of personal, family, social and economic factors is difficult to trace. In investigating defendants not yet sentenced, the probation officer should try to ascertain the predisposing and contributing causes of the stealing.)

Address by Hon. James K. O'Connor, Judge of the City Court, Utica.

Probation in Cases of Young Men Convicted of Larceny, Burglary, and Other Crimes Against Property.

(Although probationers guilty of these crimes can usually be dealt with after the fashion of other probationers, it is often advisable to adopt special precautionary or corrective measures. Probationers of this kind must be taught to respect property rights, and to avoid certain habits likely to lead them to repeat their offense. How can this be done?)

Discussion opened by Abram Zoller, County Probation Officer, Syracuse.

Alfred J. Masters, County Probation Officer, Rochester.

TUESDAY EVENING, 6:15 O'CLOCK.

Group Dinners at the Vanderbilt Hotel.

Group "A" for county probation officers.

(To be followed by an informal discussion on probation in small communities, particularly in the lower courts of towns and villages.)

Group "B" for probation officers dealing with children.

Group "C" for probation officers dealing with adult misdemeanants.

WEDNESDAY MORNING, 9:00 O'CLOCK.

Visit to a Session of the Syracuse Children's Court at the Municipal Juvenile Detention Home.

(If the conditions are favorable, a group photograph will be taken.)

WEDNESDAY MORNING, 10:15 O'CLOCK

Methods and Standards in Juvenile Probation Work.

(Each year records progress in measuring the efficiency and value of juvenile courts and probation; in defining their proper scope, and in standardizing methods. Especially significant have been the recent inquiries in the Chicago Juvenile Court.)

Address by Dr. Hastings H. Hart, Director of the Child Saving Department of the Russell Sage Foundation, New York City.

Positive Versus Negative Methods in Case Treatment of Juvenile Probationers.

(How to "diagnose" a child's characteristics and needs; how to decide which of his wants are most urgent, and which interests and abilities are the most promising to build upon; how to plan a course of probationary treatment so as to make it effective if possible, twenty-four hours in the day: these are some of the fundamentals in dealing with children.

There is a difference between apparent and really permanent success. The latter depends in large measure upon the probation officer's insight, skill and persistence. It pays to "know how.")

Address by Henry W. Thurston, Professor in the New York School of Philanthropy, and formerly Chief Probation Officer of the Chicago Juvenile Court.

Discussion opened by Bernard J. Fagan, Acting Head Probation Officer in the Children's Court of New York County.

The Way the Buffalo Children's Court Deals with Cases of Adult Contributory Delinquency Coming Under Section 494 of the Penal Law, and other Offenses by Adults Against Children.

(Although it has long been recognized that much of the juvenile delinquency is due to ignorant, indifferent and vicious parents, the problem of dealing with these parents most effectively is as vital and timely as ever. Special attention has been given to this class of cases in the newly established Children's Court of Buffalo.)

Discussion opened by Joseph J. Kingsbury, Chief Probation Officer of the Children's Court, Buffalo.

Question Box and Business.

WEDNESDAY NOON, 1:00 O'CLOCK.

Luncheon at Onondaga Hotel.

Prayer by Rev. William M. Dwyer, of the Cathedral of the Immaculate Conception, Syracuse.

Brief and informal remarks by

Hon. Robert W. Hebberd, Secretary of the State Board of Charities, Albany.

Hon. John N. Mosher, Prosecuting Attorney of the Court of Special Sessions, Syracuse.

Prof. J. R. Street, Dean of the Syracuse University School of Pedagogy.

Rev. Mgr. Dennis J. McMahon, Supervisor of Catholic Charities, New York City.

PROCEEDINGS OF FIFTH ANNUAL STATE CONFERENCE OF PROBATION OFFICERS.

TUESDAY MORNING SESSION.

Vice-President Hon. Frank E. Wade of the State Probation Commission: In the absence of President Folks, who has been unavoidably detained and cannot be present until this afternoon, it is my duty and privilege, on behalf of the State Probation Commission, to greet the probation officers in the Fifth Annual Conference assembled, and to express the appreciation of the State Commission for your continued good work during the past year.

The most important event affecting the welfare of probation since we last met together, was in my judgment, the decision of the Court of Appeals placing the appointment of probation officers provided for in the New York Inferior Courts Act under civil service rules. The Probation Commission, from its organization in 1907, has maintained that probation officers should be of good character, intelligent, should possess strong and sympathetic personalities, and should be appointed solely on merit and without political considerations entering into their selection. Civil service examinations were recommended as the best means to secure officers with such qualifications.

During 1911, over 10,000 persons were placed on probation in New York State. For 1912, at the rate that has occurred during the past six months, there will be over 14,000 persons placed on probation in this State. This has entailed a great deal of labor on the part of probation officers. The Probation Commission believes that a probation officer cannot do the work as it should be done if he has under his supervision more than 50 probationers at a time. This is imposing altogether too much strain on the probation system and on the probation officer. The returns from probation for the public welfare are so splendid that the public should respond by providing an adequate number of probation officers to carry on the work.

During the last year a special children's court was established in Buffalo. This court not only hears the cases of juveniles and is in charge of the detention home; but it has a part for trying adults who commit offenses against children. It is paying particular attention to the enforcement of the adult contributory delinquency law.

The Manhattan Children's Court has been re-organizing its probation work. An application has been made to the Board of Estimate and Apportionment for twenty additional probation officers for the four Children's Courts in New York city, and the request has been granted. These new probation officers will be added to the eighteen now in charge of the work. The future of these courts is very promising. There are about 15,000 arraignments each year and it means a great deal to the city of Greater New York to have the proper kind of probationary work in its Children's Court.

There has been a phenomenal development along the line of non-support cases under probation. This has been directed into what is known as the Domestic Relations Court. In the city of Buffalo the Domestic Relations Court is collecting over $5,000 a month in non-support cases, and in the city of New York in the boroughs of Manhattan and Brooklyn, the Domestic Relations Courts are collecting large sums of money and doing a splendid work. I wish that you probation officers would carry the message into every city and locality, that a domestic relations branch of the court is most useful and beneficial to the public.

More emphasis should be laid on adult contributory delinquency in the children's court. The problem is largely a home problem and the parent in a large percentage of cases is at fault. The parent should be brought into the treatment of the problem, and if the parent deserves the punishment and the oversight, it should be placed there rather than on the child. I am inclined to believe that the child problem through the juvenile court will never be adequately or fundamentally solved until the treatment is at least equally applied to the parents in the home.

The institutional parole conditions have not improved. About 3,000 persons are annually paroled from the training schools, reformatories and prisons of the State. There are very few parole

officers to take charge of these persons. It has been proposed that parole and probation be co-ordinated; that the probation officers who have been appointed in many parts of the State be used so far as practicable, and that in addition, special parole officers be appointed. Parole and probation are fundamentally similar. It is very doubtful whether two separate and effective systems can ever be spread all over this State. It is believed by many that it would be for the best interests to co-ordinate these systems.

The probation officers who are here in large number to-day pay their own expenses to these conferences. This is not proper, because the salaries of probation officers are not very large. Special efforts should be made to have the expenses of the officers to this conference paid by the counties and the cities. I understand that Miss Grasse, Secretary of the Brooklyn Juvenile Probation Association, has led a movement this year to that effect and that there has been a larger number of the officers sent here than previously, with expenses paid. Probation officers should not hesitate in pressing this upon the judges and their other local officials. It is a proper expense, and I trust next year there will be a great many more treated in that way.

JUVENILE DETENTION HOME.

Hon. Benjamin J. Shove, Justice of the Syracuse Children's Court:

"No child under restraint or conviction actually or apparently under the age of sixteen years, shall be placed in any prison or place of confinement, or in any court room, or in any vehicle for transportation in company with adults charged with or convicted of crime." So reads sub-division 8 of section 486 of the Penal Law of this State.

This law has now been upon our statute books for several years. In how many cities or places in this State is this important statute being obeyed and followed out, either in letter or spirit? I am informed that there are but two public or municipal juvenile detention homes in the State of New York, Buffalo and Syracuse. I venture to assert from my own personal experience as judge of the Children's Court of Syracuse that this law cannot be obeyed and carried out, no matter how careful and painstaking the judge may be where a children's detention home is not pro-

vided. I know whereof I speak because I worked for nearly six years without one.

Yet there is no statute relating to the administration of criminal law which in my judgment is of greater importance or of greater influence upon the welfare of our future citizens than this statute, which I have just read. It is a law in which every parent in this State is vitally interested. No normal, active boy grows up and goes through his boyhood in our cities without being liable to arrest at some time in his strenuous career, and it is true though he may be entirely innocent. In fact in a crowd of boys creating mischief upon city streets it is the innocent one that is generally captured. To realize the truth of that assertion you men here need only to go back in memory to your own boyhood. The boys that threw the stone at the street lamp or chucked the brick or mud at the house were the ones who ran away first, while you, the innocent one, stood stupidly to see what was going to happen until the cop arrived upon the scene and perhaps pinched you.

To place a boy in a cell with an adult criminal or tramp, or to place a young girl in the same quarters with a prostitute, is to run a fearful risk of scarring that boy or girl for life and in my judgment is a crime against the child. Then too, have you ever realized of what a large percentage of cases there are brought against the child in which the child is not an offender at all. Take all of the cases of improper guardianship, or of children being exploited by their parents and sent out by them to beg, steal fruit, steal coal, and many other like cases, the child is not the offender. Is it right that the innocent child should be placed in the same jail with the adult criminal and made to feel by some inexorable law that they are criminals and belong to the criminal class? Yet such, it seems to me, is the inevitable result, unless there is a detention home for children as provided by law.

In 1910, chapter 66 of the Session Laws of that year, the Legislature of the State of New York provided, among other things, as follows: "The city of Syracuse shall provide a place of detention to which children shall be brought immediately after arrest and wherein they may be detained pending a hearing or trial, whether as witnesses or defendants, and to which they may be committed after hearing or trial for not to exceed thirty days." This act was modeled upon a similar law passed for the city of

Buffalo the preceding year, the only important change being that in the Buffalo law the judges are given the appointment of the superintendent and employees of the detention home. Believing as I do that the care and responsibility of a detention home is not a judicial function, in drawing the law for the city of Syracuse I placed the appointment in the commissioner of public safety, in whose hands under the charter of cities of the second class the care of a detention home it seemed to me logically belonged. This act took effect September 1, 1910, and our detention home was opened July 1, 1911. Of course the success or failure of such a home depends chiefly upon the superintendent and matron who are at the head of it. Syracuse has been very fortunate in that respect. The appointment of Mr. and Mrs. Strong, the present superintendent and matron, by the commissioner of public safety was nearly an ideal. After more than a year's experience with them I can confidentially say that no child can be placed under their care and attention for even a few days without that child coming out better physically and morally and with the wish, at least, to lead a better life.

From the economic standpoint a children's detention home is a great saving to a municipality. Every judge having jurisdiction of children's cases knows of case after case where the offense has become so serious or the incorrigibility of the child so great that he feels that the child must be punished, both for the child's sake and also for the protection of society. And yet the judge knows and feels that in that particular case that if he could have that particular child under the care and attention of a competent person for a short time he could straighten the child out and society be sufficiently protected. Yet if there is no detention home the child must be sent away to an institution where the city or county or State may and does pay for it for a year and sometimes for many years. Since the detention home was established in the city of Syracuse we have had many cases of that nature, where the child has been straightened out completely by a few days in the detention home and saved from being sent away, returned to its home and the city saved the expense of the child being placed in some outside institution.

Then, too, in probation work a detention home of this kind is

of the utmost importance. After a year's experience with one I wonder that we had any success at all in probation work in Syracuse without it. Now, I am a thorough believer in probation. I am informed that I was one of the pioneers in establishing systematic probation work in this State, and that Syracuse was the first or second city in this State to have a salaried probation officer paid by the municipality. I took to probation work naturally, as I was brought up in the Methodist church. After nearly seven year's experience in the work I am a stronger believer in probation than ever. I am not, however, a faddist or sentimentalist, I believe that a child committing an offense should be made to realize the enormity of the offense by some strong object lesson. I don't believe that it is a good thing to bring a boy into court charged with an offense, say a few words to him, or give him a lecture as it is called, and then immediately release him and place him on probation. Words flow off a boy's mind as readily as water from a duck's back and are soon forgotten. Every child committing an offense should be made to realize in some way before that child is placed on probation that committing offenses is a serious matter and does not pay. We have found that a few days' quiet meditation in the detention home is of the greatest assistance to the child and to the probation officers in this respect. Then again, there is another consideration in this matter, and that is the wonderful opportunity that is given the probation officer to study the child and its home during its few days of detention. To sum it all up — and my belief is based upon my own personal experience in my work without a detention home and with a detention home, I think such a detention home is a necessity, at least in every city. The most cogent argument that I can make in favor of a detention home for children is to ask you to go and visit ours here in Syracuse.

I have no penchant for statistics or figures, therefore I have asked Mr. Shea, my chief probation officer, to give me some statistics in regard to our detention home for children I take the liberty of quoting from Mr. Shea's report for the year 1911:

"The opening of the detention home marked a new departure in the treatment of juvenile delinquents in Syracuse. Much good has accrued from the separation of juvenile and adult offenders;

the influence of hardened characters upon the youthful mind has been obviated and in its place is substituted the influence of the normal home.

"The detention home makes possible close contact with the children and a study of individual cases has revealed information valuable to the Court. The value of a home where the neglected child may receive care until a suitable home can be provided cannot be overestimated. In such cases the detention home has been of great assistance to the Court.

"The law provides that children may be committed to the home for periods not exceeding thirty days; this short-term provision has made it possible for the probation officers to discipline many children and thereby obviate the necessity of long term commitments to other institutions.

"When a child is received at the home he or she is immediately bathed and often clean clothing is furnished. To keep the body clean and the clothes neat is about the only constructive work which the home can accomplish in the short time that the children are confined, and it is a satisfaction to note the response of the children to the suggestion of cleanliness.

"The statistics herewith appended show interesting facts concerning the detention home and work accomplished during the short period of operation:

NUMBER OF CHILDREN DETAINED.

1911	Boys.	Girls.
July	29	2
August	21	1
September	30	8
October	26	3
November	26	3
	132	17
Total number of boys and girls detained		149
Number of meals served (family)		882
Number of meals served (children)		763

Average cost per meal, 9 cents.

Number of baths given	151
Lost children cared for	21

"Mr. and Mrs. Strong, the superintendent and matron, are well fitted for the positions. They handle the children with judgment and success, and aid the court and probation officers by the accuracy of their observations of the committed or detained children. They have been loyal and willing co-workers with the probation officers and we thank them at this time for their assistance."

BUDGET FOR JUVENILE DEPARTMENT FOR 1911.

Man attendant in charge	$720 00
Woman attendant in charge	300 00
Rent	600 00
Provisions	750 00
Heat, miscellaneous supplies and repairs	400 00
Furniture, etc	1,500 00
Alterations, etc	1,200 00
	$5,570 00

BUDGET IN JUVENILE DEPARTMENT FOR 1912.

Man attendant	$720 00
Woman attendant	300 00
Rent	660 00
Provisions	500 00
Heat	100 00
Physician and medical supplies	100 00
Furnishings	200 00
Total	$2,580 00

From January 1, 1912, to November 15, 1912, there have been received in the home under charges 254 boys and 62 girls and 57 children brought in who were lost, making a total of 373. During

that time there have been served about 2,300 meals to children besides over two thousand meals to the superintendent and his wife and all within their appropriation of five hundred dollars.

You ask me how they do that in this era of high-living. I answer I don't know, all that I can say is come and see Mr. and Mrs. Strong for yourself.

MENTAL DEFECTIVES AMONG DELINQUENTS

Dr. Frank L. Christian, Assistant Superintendent of Elmira Reformatory: It is frequently assumed that the correctional institutions receive normal girls and boys who for some reason or other have unwittingly violated the law of the community, and who therefore are sent to these institutions to receive instructions and training so that they may not err in the future. Such is the assumption of the uninformed public, and to a large extent this same opinion is shared by many public officials. However, those who have charge of the correctional institutions, and who come into close relations with the wards of the state, know full well that they are dealing to a very large extent with abnormal children. The officials have been cognizant of these facts for many years, and while recent investigations have stimulated public interest to a knowledge of such conditions, still it is not by any means a recent revelation of sociologists and criminologists. Over twenty-five years ago the physician of the New York State Reformatory at Elmira, recognized a class who were mentally deficient, and he termed them "dullards." He had these unfortunates put into special classes, gave them sloyd work, special diet, gymnastic exercises, and hydrotherapy. He fully recognized the mental deficiencies of this class, and made special provision for them. Later on, a systematic examination both physical and mental was made of all the inmates, and in the report of 1902 there was published an article on the mental defectives that even in the light of more recent publications is still a very valuable contribution.

At the present time a great many reformatories, correctional institutions, and courts, are making a careful mental and physical examination of the prisoners. In some instances psychological laboratories have been developed to give an extended examina-

tion to all these defectives. Systems have been devised for the examination of the mental defectives that are particularly applicable to the moral defectiveness of the defective delinquent. The number of defectives throughout the population of this country has been estimated as one to every 300 of the normal population. Dr. Henry Goddard of Vineland, N. J., has stated that 25 per cent. of all criminals are mentally defective; and he moreover declares that all mental defectives would be delinquents did not some one exercise care over them. Dr. William Healy of Chicago, who is the examiner for the Juvenile Court, has estimated that one-third of the criminal repeaters are suffering from physical and mental degeneracy. Out of over six hundred cases examined by Dr. Healy, over one-third were distinctly below a class which he called poor in mental ability. Dr. George M. Parker, psychiatric examiner for the Prison Association of New York, reports that 10 per cent. of the inmates of the Tombs are somewhat irresponsible, defective or insane. Miss Anna Moore says the number of feeble-minded cases discharged from penal institutions to go into the communities without restriction is appalling. Of over one hundred cases examined by the Binet system at the Bedford Reformatory only one girl passed with a perfect mark. An examination of over 14,000 inmates of the New York State Reformatory at Elmira, shows that 42 per cent. are mentally defective.

One might well ask what is the cause of the defectiveness, and this can all be classified under two headings. "First: heredity, i. e., where there is some ancestral pathologic condition modifying the parental germ-plasm before conception of the child, and second: environment, i. e., where some external facts, disease, injury or social condition affects the embryo in the uterus, the babe at birth or the growing child after birth." These are the conditions that produce feeble-mindedness. Dr. Goddard states that probably a greater part of the feeble-mindedness is due to a defective heredity. All of you are no doubt familiar with the studies that have been made in the ancestry of certain families illustrating the evil that has resulted from the marriage of the insane, the feeble-minded, or the degenerate.

The feeble-minded prisoner passes through the hands of the

courts into the reformatories. In the last few years I am pleased to report that the courts are beginning to some extent to appreciate that these men are not normal. I have received a number of letters from judges stating that they have a boy whom they desire to send to the reformatory, but that he is abnormal, and frequently they have asked our advice concerning the disposition of the case. Upon admission to the reformatories and correctional institutions these unfortunates are unable to keep pace with the normal inmates; their defectiveness is manifested in many different channels. Some are unable to do work in the schools, but can do work at their trade; others can do fair work in both school and in their trade, but are absolutely unable to control their impulses. A still smaller number can do good work in school and deportment, but are unable to progress in trade. Many of them are incapable of learning the manual of arms, and the execution of the military movements without months of training, and some few are totally unable to ever learn the military drill. We are compelled to conduct special classes for these men in which the work is presented in a very primitive way. I have in mind a boy who was received at the reformatory six months ago, and who was unable to write his name. After five months of hard work he was able to accomplish this but later the school was given two weeks' vacation, and upon the expiration of this vacation and return to school this simple minded boy had forgotten how to write his name. While this is an extreme case we have many that are not very far removed. We have some men over twenty-five years of age in the kindergarten, and many of them would prefer to work hard all day shoveling coal than to put forth the mental concentration necessary in the attempt to add three and two.

We are able to detect these defectives by various tests that are conducted by the medical examiners. The systems of Binet and Simon, of Healy, and of Fernald, have all been used but none of them are entirely satisfactory We have, as I have mentioned before, a class of defectives who are unable to control their impulses. They are unreasonable, cruel, selfish, self-centered, egotistical, and impulsive, and while they may do good work in both school and trade their inability to control their immediate

desires keeps them more or less in constant conflict with the discipline. This class of cases is not differentiated by any of the tests thus far devised. While the system advocated by Dr. Fernald will detect many who are morally and ethically defective, but who can pass the purely educational tests, still none of these systems will determine the presence of these so called "control defectives." It takes a number of months of institutional life where they are subjected to an exacting routine to have these cases discovered. They usually have a hard struggle for a number of months, or even a year or a year and a half in the extreme cases, before their defectiveness is remedied, as it finally is in the large majority of these cases. I am sure that these "control defectives" are the most hopeful of all that we receive.

As previously mentioned, we divide the defectives into a number of groups, and so far as I know there is no classification at present that can be generally applied to the methods used in the various institutions; every place has its own system and there is a lack of uniformity that is hindering the work. In addition to these defectives, the institutions receive a great many of the high grade defectives of the so-called Moron group. At times, we receive insane men who have passed through the courts unrecognized. We also have a number of cases each year who comprise the so-called "borderland type;" that is, they are on the narrow edge between sanity and insanity; they usually become insane, and we are obliged to transfer them to an asylum for their special care. We also receive a number of epileptics both of the manifest and of the concealed types. A great many delinquents and criminals have concealed epilepsy, and are entirely irresponsible for their criminous acts. They have no recollection concerning their crime and upon making such explanation are usually considered by the non-observing as deliberate liars and fakirs. I have seen numbers of them who were the unfortunate victims of epilepsy, and I am certain that not one of them would be detected by the untrained observer. There is no way to prevent the arrest and conviction of this class except by having a careful mental examination made of all prisoners at their arrest, and this examination must be made by some one who not only is interested but is competent as well. While many of these mental defectives

show physical stigmata, still there are frequent exceptions, and many of the "control defectives" are among the brightest, cleanest, and cleverest boys that we have. Because we have classed a boy as mentally defective, does not mean that he acts and looks like a fool; many times it is quite contrary. Many of the high grade defectives are extremely clever. Some of them are excellent workmen, bright scholars, and have pleasing personalities.

It is necessary in a correctional institution to treat these defectives individually, and while we have a number of rules for the population at large, we are obliged to make exceptions and to set aside these regulations when dealing with defectives. In general they are sent to school, to trade, and to military exercises. They are also placed in the gymnasium so that they may have the advantage of the physical training. With this physical development there is also secured considerable mental awakening, and I do not know of any one agency in our work that is as valuable as is the gymnastic training for these unfortunates. Naturally a great many of these men are unable to keep up in their work with their more fortunate companions, and exceptions have to be made constantly for them. The heads of the various departments are always familiar with the mental status of the men under their supervision and instruction, and frequent exceptions are made so that no boy may suffer by reason of his mental unfitness. This is also carefully observed in the administration of discipline, and many violations of the rules are committed without usual punishment or reprimand, because we appreciate the lack of personal responsibility that has permitted the violation of the regulations. Years ago in many institutions it was customary to whip or place in dark cells or dungeons all incorrigible prisoners. In the light of the present day, the methods in most institutions have changed tremendously. It is our custom when we have an incorrigible boy to send him to the physician for a complete mental and physical examination. Experience has taught us that irritation due to many different physical defects will produce an incorrigible boy. One most striking illustration is that of incipient tuberculosis; there is a mental irritability that accompanies this period of invasion by the tubercle bacillus, and many cases of

incorrigibility have been found to be due to the beginning of tuberculosis. We receive a careful report from the physician upon these cases, and not frequently instead of going to the "guard house" the boy will be sent to the hospital. We have the physicians visit the boys in the "guard house" each day; this not only for the purpose of seeing that they are well cared for, but also that they may inquire into the cause of the boy's being there, and interview him at length so that they may be certain that he is not suffering from mental disturbance.

After a period of from fifteen to thirty months most of the defectives will have earned their release; many of them have been helped to a very large degree, but would not have made progress if exceptions had not been constantly made for them. They go out into the world on parole and those who go into the hands of their relatives and friends who can appreciate their mental short-comings and give them proper supervision, may become peaceful and law-abiding, if not self-sustaining citizens. On the other hand a great many of them are sent out to employment, but do not conduct themselves properly. They are unable to maintain themselves in society without aid. They can not meet the strife of the industrial world; they are easily led by bad companions, and they naturally drift to the lowest level that their social environment affords. They represent a large per cent. of the failures of the reformatory system. In fact, 75 per cent. of all men returned for violation of parole are those who upon their commitment were classed as mentally defective. They are a menace to themselves, to their families, to society, and to posterity. They are unable to make a livelihood; one of their most characteristic failings is their lack of stability. Every probation officer knows how difficult it is to keep many boys under his charge at steady employment. They will not stay at any one job; they change their positions with less concern than most men change their coats. They offer no valid excuse for this, and are unable to give in any way a satisfactory explanation as to why they left their position. Investigation of the circumstance usually develops that they were not discharged, that their work was fairly satisfactory, but that without warning or explanation they left the employer. On a number of occasions I have received letters

from firms asking that we remove their names from our directory for the reason that the men whom they have employed have declined to stay with them, and that after having spent a number of days or weeks in teaching them how to do some special work, and notwithstanding an increase in wage, they have left their employment. I do not know of any one fact that has impressed me more in the study of our failures than this lack of stability, the shiftless, don't care, careless attitude of the defective delinquent upon parole.

In 1904, 450 men were paroled from the Elmira Reformatory to New York city in care of the Prison Association. Mr. Bullard has obtained the history of these men before commitment to Elmira and their criminal record since they were paroled. Of the 450, 16 were declared imbecile by an examining physician, and 69 feeble-minded. Of the 16 imbeciles, 12 had been arrested and 10 incarcerated before commitment to Elmira; 5 have been incarcerated since. One of the imbeciles had six arrests and 3 imprisonments before going to Elmira, and has since disappeared. Warrant is on file against him. Of the 69 feeble-minded, 47 had been arrested and 31 incarcerated before commitment to Elmira, and 19 have been incarcerated since. In all but fourteen cases the men fulfilled the conditions of their parole and obtained their absolute release before coming again before the authorities. In cases of violated parole, warrants were issued for the arrest of the men and when it was possible they were returned to Elmira to complete the term of imprisonment for which they had been originally sentenced.

Every probation officer should endeavor to secure from the courts or the institution, a statement of the mental condition of his charges. No satisfactory probation work can be accomplished without a definite knowledge as to the mental ability, capacity, and moral responsibility of the boys who are to report to the probation officer. You cannot judge all of these men alike; you will have to make as many exceptions for them as we do in the correctional institutions; what fits one boy will not fit another; what would be declared poor conduct in one case could not be judged the same in another. A great many short-comings and also frequent failures to comply with strict rules while on parole will

have to be overlooked. These boys should be seen often for they need considerable moral support, few are able to maintain themselves in good standing without plenty of assistance from the probation officer.

You must bear in mind at all times that at least one-half of those under your care are mentally abnormal; that their impulses and actions are frequently the result of pathologic conditions. Many have good physiques, strong and robust, but do not forget that frequently the mind of a child of ten is contained in the head of the delinquent defective who is past twenty. They are lacking in good judgment and reason, and may look with suspicion and perhaps contempt upon your efforts to help them, but consider they are nature's misfits and conditions over which they have had no control are responsible for their misfortunes.

Louis M. Ziegler, Probation Officer, Magistrates' Court, Borough of Queens: I have had many cases that were mentally deficient, and which I would call "a stubborn case." For about two years I had juveniles and adults at the same time. We hadn't any children's court then in Queens county, and during those two years I came in contact with about 150 cases, mostly truants; there were also those who were ungovernable, but truancy was the contributing factor. Of those 150 cases, there were 12 that had to be committed. I noticed that where the home conditions were good and the parents were intelligent, I always counted upon having a successful case and invariably did have. But in these 12 cases, after we had done everything we could for the boys, we had to commit them. The home conditions were extremely bad and the parents were of a low order of intelligence. I followed up closely by going to the schools and looking into their school and class record, interviewing teachers and principals, and in every case they told me, "this boy is mentally unfit to keep up with the studies of his grade."

At that time they hadn't the ungraded classes that they are establishing now, and the boy could not get that special attention required. I also questioned the boys and found that those boys, by being misplaced like that, became discouraged; their spirits were crushed; they had no ambition; the only thought they had was to keep away from school. In fact, they hated school and

everything in connection with school. So they would associate with bad characters in preference to decent companions. I have recently looked up the records of ten of them, and I want you to notice in these cases how persistently they came in the clutches of the law.

In one case I could only find one arrest after he had been dismissed from an institution for disorderly conduct.

In another case, he was arrested for intoxication. There is a boy whose ambition is gradually going through drink. He is about 18 years of age, and has a habit of getting intoxicated, smashing the furniture and beating his parents. The family have had trouble with their other children.

Another boy. I found he has been arrested three times for disorderly conduct. He has moved out of the district.

Another was arrested twice for disorderly conduct, and the other night the boy was arrested for burglary. He has associated with another boy that I didn't know had been in town.

There is a boy whose home conditions I call bad. His mother, no matter what he did, always had some excuse for him. The chances are some of these days he will get about twenty years. This boy, when arrested for knocking down a woman and stealing her pocketbook, said to me, "Now, look here, I want you to give me a fair deal. The last time I got pinched, they had my name written in the papers; give me credit for this." Another fellow sat crying, and he said to him, "You're a boob; you don't realize what a hero you are; you are a coward to sit there; you will have your picture in the papers." Here was a boy thoroughly convinced that he is a hero by being a criminal. His mother now wishes she hadn't everlastingly excused the boy.

Another case was arrested three times for petit larceny, and he also had that surplus energy that the mother thought had to be wasted.

Another boy arrested three times for disorderly conduct. In each instance the mother kept the facts from the father, and he never realized what the conditions were.

This other boy has been arrested three times; twice for disorderly conduct, and once for petit larceny. He has been associating with gangsters; drinking; using drugs, and his family

physician has now recommended that he be committed for feeble-mindedness.

Then another case of two brothers and a neighbor whose boy associated with them; their home conditions were bad. The father had some sort of nervous affliction, and the conditions in the home were bad. Somehow or other these boys managed to evade trouble until sent away for truancy, and when they came out they had a habit of breaking into a shack where they manufactured fireworks, and the last thing seen of them they had gotten three bombs, and thought it would be a good joke to set them off. The result was, one was killed; the other was blinded, and the other boy, I think, lost a hand or arm.

There are ten cases out of twelve where the mental condition of the boy had been pronounced by the school authorities as very bad. I spoke to the commissioner of education the other day, and asked him if he didn't believe the present system of grading classes was wrong.

I also had some cases of men. Seven men were pronounced crazy; Crazy Bill, Crazy Jack, etc. I looked up some of their subsequent records. One man acted very peculiar and would resent being told to go to work. He gave us a lot of trouble; he was arrested twice for intoxication. He seemed to be like a raving maniac under the influence of drink. He took one chance by running in front of a Long Island express and was killed.

An associate of his was arrested three times, and the last thing seen of him was on the dock; later they found his body.

Another case was arrested four times; he couldn't see anything wrong in stealing. He had a specialty of driving up and stealing railroad tracks and all the heaviest sort of irons, like gates, fences, etc. He would come up with a piece of paper to the watchman, with the superintendent's name on it, saying he was to get these gates and deliver them, and then he would take them to the dealer in second-hand junk. This man never knew his parents; he simply grew up and drifted about.

Another case has been pronounced a paranoiac by a doctor competent to judge that condition.

Another case I had was exactly the same; he is a paranoiac.

And the last case, a man, had gradually become insane from drink, cheap liquors and wood alcohol. That man became so low

that he would only work an hour or two in order to get this liquor, and we had to commit him. The day he got out they found his body on a road with an empty bottle in which he had wood alcohol. That man had been so weak that he refused to buy food for the children, and I heard that he couldn't sleep because the children cried for food. He went down to the barroom and collected a stale bologna and crumbs of bread, and brought them in his hat to give to his children. He thought they were living fine. So you can see that conditions of that kind are very serious.

Mr. Patrick Mallon, Probation Officer, Children's Court, Brooklyn: Are all these men placed on probation?

Mr. Ziegler: They have been on probation, and had to be committed for breaking probation.

William E. Wiley, Chief Probation Officer, City Court, Buffalo: To show our gratitude for the possession of a rational mind, what could be more expressive than to assist those less fortunate who are mentally defective. The whole probationary idea is to assist our fallen brother. The mental defective is a difficult subject for probationary treatment. Some are amenable to the influence of a tactful officer, and others cannot be reasoned with. If he violates the conditions of his probation, he is not a fit subject for an insane asylum, and very seldom should be committed to a penal institution. What's the answer? Unlimited exercise of patience, tact, personal magnetism or influence and study of his subject by the probation officer. If medical treatment is necessary, it should be procured. If lack of nourishment or insanitary home surroundings are responsible for an undeveloped body, which naturally affects the brain, remove the impediment.

Miss Julia McN. O'Connor, Probation Officer, Children's Court, New York City: New York City evidently appreciates the necessity of dealing with the defective children. The Board of Education has connected with it Miss Farrell who has charge of the ungraded classes. If a probation officer wants a school child examined, she notifies Miss Farrell and the child is taken to a physician where it is examined physically and mentally; the eyes and hearing are tested, and the weight and height are taken.

Later Miss Farrell tests for color blindness, and to ascertain in what grade the child should be according to its age. Perhaps a child of twelve will have the mental capacity of a child of nine. Miss Farrell is very careful about classifying the child as a defective. If she decides it should have special attention and if there is no ungraded class in that school, it is transferred. I have on probation a child who was in one of the graded classes; he had caused the teachers unlimited trouble. He was put in the ungraded classes and now is progressing well in his studies.

A boy was sent about three years ago to a juvenile asylum for being an incorrigible boy; his parents were dead, and a man was caring for him. After being in the institution two years, he was discharged and did well for about six months and then he began to steal. The neighbors said he was an excellent boy; never gave them any trouble; didn't go with a gang. I asked one of the physicians of New York, Dr. Schlapp, and he said he was a "Moron" and took him to White Plains where such cases receive special attention.

Miss Gertrude Grasse, Secretary, Juvenile Probation Association, Brooklyn: I heard Dr. Healy speak recently and he said that the question was one of psychology as much as physical examination of the child, and his examinations go further than just a question of defective children. I don't see why we should wait until the child comes to the Children's Court to have an investigation made; I don't see why that examination could not be made in the schools when the child enters.

Dr. Hastings H. Hart, Director Child Saving Department Russell Sage Foundation, of New York City: I have no doubt that what we are coming to in this country is the custodial care for all feeble-minded. Dr. Fernald estimates the feeble-minded at 200,000; Dr. Goddard estimates it as high as 300,000. It is an immense problem.

I have been intensely interested in both the paper of Dr. Christian and that of Mr. Ziegler. Both of these papers demonstrate that the probation and parole systems are inapplicable to the feeble-minded child. It is perfectly useless to put a feeble-minded boy on probation; it is equally useless to put a feeble-

minded graduate from Elmira on parole, because you cannot get the result desired. What shall we do? We may take this step: that we shall have legislation so that when we once get custody of a person declared delinquent we may hold that custody; that there shall be a judicial declaration as to whether that boy or girl is feeble-minded. Massachusetts has taken some such step. For the past two years in the girls' industrial school there have been set apart cottages for the girls found to be feeble-minded. Of course that will soon choke up that institution, but it calls the attention of the Legislature to the condition, and Massachusetts has now applied for three reformatories to be under the same management to provide for the feeble-minded graduates of those institutions. I think that is what we are going to be forced to do. I think the idea of a separate institution for feeble-minded is an excellent thing, but it cannot meet the proposition; it cannot take care of the graduates of the reformatory. At Bedford, plans are on foot for controlling the feeble-minded women that graduate. Instead of sending them back to society to become prostitutes, they propose to keep them right there. Let us set down the principle that when once we have custody of the feeble-minded persons who have demonstrated their inability to care for themselves, we shall never let go of them; that we shall take care of them, as a measure of economy from every possible standpoint and outlook.

Mr. P. F. Lange, Rome: I have been doing work in testing mental defectives for several years with the same tests which Dr. Christian has used, but I have been using them in institutions for mental defectives and he has been using them in an institution of another sort. Now, the whole question about testing these children and adults and finding out whether they are mentally defective is such a tremendously difficult and peculiar question that it seems to me that quite a few of the people interested in it and taking part in the work are taking it a little easier than it really is. Now, take such a thing as Dr. Goddard's statement in the Journal of Criminal Law and Criminology that 25 per cent. of the children in the New York Court are feeble-minded. Everybody who knows the conditions in the New York Children's Court knows that statement is wrong. I have been sitting in the New

York Children's Court day after day for four or five months for the purpose of familiarizing myself with the conditions in the Children's Court in New York, and in every case where I was in doubt, I have had the permission to make a further examination. And I will say, as my opinion, that there is nowhere near 25 per cent. of feeble-minded children in the New York court. In my opinion a very big percentage of the cases in the New York Children's Court should never be taken to court.

You sit there on Monday and see bench after bench taken up with boys brought there for playing baseball in the street. They have nothing whatsoever to do in court. That is a special condition in New York city; in other towns they don't take their boys to court for that kind of cases.

The ideal condition would be to have them examined before they get so far as the Children's Court. The examination belongs in the public schools, but the trouble is that, just as Dr. Christian says, the examination has to be done not by people who know how. There is no more difficult work than deciding that a child is mentally defective and it is worse by far to put a young boy into an institution for feeble-minded, than it is to put a boy into a reformatory. A borderland case put into a proper home and given the proper treatment, might be saved; but a borderland case put into an institution for feeble-minded, will always be lost. Therefore, it is of tremendous importance that those people who make those examinations know how to make them; that they don't think that because they have been six weeks somewhere and know how to make a Binet examination, they are competent to say this child is feeble-minded, and this child is not. The Binet test is of no value where there is any doubt.

Every one of us knows that it isn't what we say which really matters when we want to find out how we stand ethically. Now, take such a little thing as in the Binet test we have a question, "What would you do if another boy should happen to strike you?" I have put that question something like five or six thousand times. I have on my records something like three or four boys who said, "I would hit him back." Do any of you remember how you were when 10, 11 or 13 years of age? Do you really believe there were only three or four who would hit him

back? "I would do nothing." Why, of course, they know that is the right thing to do. I have had about ten cases where they said, "I would beg his pardon." But take those more complicated ethical tests, do you think you can judge from that? Give them ethical tests and then let me watch them out in the life among themselves, and let me see if they are kind-hearted to their fellow beings in the institution or not. In the schools and institutions where I have tried it, I have always found that those fellows who were preying upon the younger fellows are always looking out for themselves and not for the other ones, whereas those I could see who were kind-hearted and liked to do good to their fellow beings in the institution were those who were bashful and didn't know how.

We are always talking so much about the causes of feeble-mindedness and of delinquency. Here they say the cause of feeble-mindedness is heredity. We don't know anything about what that is. Where did feeble-mindedness come from; it must have begun somewhere. Then, environment; that is the same. That is one of the causes that cause delinquency. I was called in consultation in a case in New York. It was a boy of about 16 or 17 years of age; his father was a very prominent and wealthy man; his mother was well educated and a nice lady; his brother, as far as I could see from my talk with him was what you would call a clean type of American young man. There has never been any trouble whatsoever in the boy's brothers and sisters. Now, when that boy started in school, his mother had to return things that the boy had got hold of and which didn't belong to him. When he was 14 years of age, the mother had to return quite an amount of money that the boy had kept in his pocket while he was gate-tender at a big fair. When he was 16 years old, he was sent to a fine boarding school. He passed forged checks. The environment was the very best as far as I could ascertain; the heredity was the best. What we need is to have a laboratory with enough money to carry this work on, so we could try to get to the bottom of the pathological condition of these born criminals.

ANNUAL REPORTS AND NEWSPAPER PUBLICITY.

Dr. O. F. Lewis, General Secretary of the Prison Association: In the few minutes I am going to talk, I hope I can convince you that this subject is directly complementary to the subject which we have just considered, or to any other significant subject of to-day. I am simply going to make a number of propositions; if I had more time I would like to explain them.

In the first place, the world wants news. Witness our daily papers, our magazines, our periodicals. In the second place, social subjects to-day have the preference. Even in our political parties we find social planks coming in. In the third place, the manifestations of crime, of all social subjects, probably attract most attention in the daily press. In the fourth place, of the manifestations of crime, the public is chiefly interested in those prior to the time when the man is sent away. How many people think of what Becker is doing and thinking in the condemned cell in Sing Sing? But if Becker were on trial, the papers would be well filled with the so-called Becker case.

In the fifth place, there is great necessity of explaining what probation means. In the city of New York, I warrant 99 out of 100 people who might claim to be intelligent, couldn't tell you to-day what probation means. The other person could give a fairly decent definition. If that is the case, what is our task? Simply to be probation officers, or to be also disseminators of the proper kind of information? I have friends upon the bench who complain to me that the public is misjudging, because they don't understand why the judges are using the suspended sentence as they do.

Sixth, and getting back to the newspaper, the newspaper demands what is called human interest. What is human interest? From the reporter's standpoint, I speak with some experience, because I have served an apprenticeship with newspapers. Human interest is that indefinable thing which the good newspaper reporter senses and which is made up of a combination of pathos, which the reporter sometimes calls the "sob stuff;" excitement, without which the ordinary newspaper reader thinks he cannot live in these days; and morality, because there are few

papers which do not stand for the inculcation of moral truths. I might add a fourth item, the unusual. Probation officers have a great amount of human interest material. So my seventh point would be a question: How can we get this matter into the hands of the newspapers; how can we get it "across?"

We must sense the importance of the story ("story" being the technical and usual word in a newspaper office for any kind of account or article). Does it have that combination of pathos, excitement, morality, and the unusual? If it matches up to those four things, it is pretty sure to be a good story. Next, we have to put it up in some such form that the newspaper can use it. I would counsel the probation officer, if practicable, to take a little of his hard-earned vacation and become a "cub" reporter on a city newspaper. It doesn't make any difference how old or young you are, or whether you are a man or woman. Go through that grilling experience of having the city editor give you assignments and see him cut your stories into shreds. The most valuable experience in a newspaper office I ever had was when I was detailed by the *Boston Transcript* to write certain special articles. After I brought in four or five articles, the editor finally took me aside and said with a very effective expression, "See here, Lewis, the trouble with you is that you are everlastingly writing 'what' instead of 'why'." That meant a great deal to me. I took the tip and found the thing I was doing was describing conditions, instead of telling why they existed.

Now, under that item of how to get the material "across," we want to determine the form and the contents. The other day in Baltimore I sat with a police judge, and one of the most apparently usual of all cases came in,— an overgrown colored boy, 17 years old, 6 feet 2 inches, with a very small head. Just as soon as I saw him cross the floor, I thought I would test my own powers of judging and I said, I think he is microcephalic and is probably feeble-minded. During the next twenty or twenty-five minutes I heard a history of an epileptic father; of hallucinations of the boy's ability to see rabbits running across the floor; and here is this boy, who, on account of his build and history is especially predisposed to epilepsy himself. There was a good story from the standpoint of a newspaper reporter — pathos, excitement, morality and the unusual.

Now, about our relations with the papers. I like to give examples, and by the way, examples are excellent in the press. Take Commissioner Hebberd when he was commissioner of charities in New York city; I'll warrant there wasn't a time when a reporter came to him that he wouldn't, if necessary, suspend business and answer that reporter; sit down with him and tell him what the reporter wanted to know. Commissioner Hebberd wasn't everlastingly getting into the paper himself, but there was a great deal about the department of charities that the public had a right to know. If you had been with reporters as much as I have, and had heard as many things said about social workers being "highbrows," you would do one of two things; either you would get angry, or else you would say, probably the reporters are half or three-quarters right. We want to take the time to tell them what they want to know, and the reason they want to know these things is not simply because they want to earn their salary, but because they represent a public demand for information which they have a right to demand from us. Consequently, our relations with the papers should be first of all, honest. We mustn't feed them information that we ourselves know is not accurate. I know a person in New York city who has prepared a great deal of material for the papers, and I was told at one time that three-quarters of what he sent in went to the waste basket without being read, because he had a reputation of not giving accurate information. The papers wouldn't dare to print it. This may or may not be true, but it has a point.

Our relation must also sustain a sense of value and proportion. We don't want to bombard the papers with material. Let's not seize every instance, but wait until we have stuff worth while. And finally, we want to be helpful to the papers. We want to feel we are co-operating with them. They are our best friends. Do you realize, for instance, to what extent the newspapers are read and to what extent a little three or four-line statement is going to be read? Mr. Dawson, the chief editorial writer of the *New York Globe,* said that he was surprised time and time again to see how some little item in the *Globe,* tucked away, would attract general attention, and that if it was the kind of an item to

provoke letters, they would surely come. Just think what it means to get an item in the *New York Times* or the *World* or any other paper with a large circulation.

Now, in regard to annual reports. In the first place I think every probation officer owes it not only to the public, but to herself or himself to publish an annual report. An annual report is a splendid thing because it is a "show down" to yourselves. We go along, and unless we have to qualify at some particular time with a statement of what we are doing, we are apt to drift into a rather slouchy way of thinking, if not of doing business. An annual report is that point where we have to make good with ourselves and the public. The public has a right to our annual reports; it wants to know what we are doing; it wants statistics and a comparison with previous years.

There are some good annual reports published by probation officers, one here in Syracuse, others in Buffalo, in Oneida county, and in New York city. One of the things, it seems to me, which a probation officer ought to strive for is to obtain money enough so he can publish his annual report, and when it is published, send it around as much as possible.

Sometime ago I heard a person say, "That doesn't look like an annual report; that looks interesting." Think what a comment that is upon our annual report! It is your job to get the most out of that money in the dissemination of information to the public. How can we do it? Take this little program for a minute. Let us analyze it. In the first place, it ought to have an attractive cover. This has. There is one little thing about this cover. The cover ought to be consistent, and there is nothing significant about that quirk under the words "Probation Officers;" that could come out and it would be better. In the second place, the report ought to have an attractive form. If you are going to have a permanent use for a report, it ought to be large enough so it can get on your book shelf; but if it is only going to be temporary, why not get out a report that you can put in your pocket? That is about as much information as you can get into the average person, by two, three, or four-minute intervals. Look at the interior of this program. Mr. Towne didn't know I was going to criticize his work. I wonder how many of

us know the styles of type. You have your first style on the inside cover. Analyze that report and notice the way in which the information is displayed. There is no dead-level monotony and your eyes are instinctively drawn to the display. Are there any photographs? Yes, look on the back page; one about your detention home. It might just as well have come in the middle of the program, except this is a program and not an annual report. Photographs help immensely. People who read are much more childlike than you think. Notice further the way in which the captions are emphasized. Notice the way the printer has put up here a part of the program indented. It isn't all along one margin. The eye seeks variation. Just as you amuse a child by varying his play, you have got to vary your type, your captions, your indentations.

I have just tried to give you some hints from what I have learned in seven or eight years in publishing reports of this kind.

THE FUNCTIONS AND VALUE OF PROBATION ASSOCIATIONS AND COMMITTEES.

Mrs. Max Thalheimer, Probation Officer and Secretary of the Probation Assocation, Syracuse: The scope of my remarks will be confined within the limits of the text which introduces this subject in the program, viz.: "There have been a dozen or more local organizations of this character. Some are exceedingly useful bodies. Since so many lines of activity are open to them—for example, providing volunteer and privately paid workers, seeking co-operation, initiating experiments, furnishing relief, promoting interest in the subject and supporting requests for public appropriations, it become desirable to learn from experience which undertakings are most feasible and important."

Instead of reviewing these possibilities from an academic viewpoint, and theorizing about the possible benefit and feasibility of all of them, I prefer to present to you briefly the experience of the Volunteer Probation Association in Syracuse. I wish to say now that the influence of this association in the future *is to be* infinitely greater than it has been in the past, and this is to come about because we have learned by experience how to use our association.

Six years ago it was formed, and each member of it was a volunteer probation officer, duly appointed by the Court. For a long time cases were assigned to each volunteer officer and in some instances splendid results were obtained. In many others the results were not as satisfactory, and we wondered why. Gradually the conviction was forced upon us that not every well intentioned person was qualified to be a probation officer. Experience taught us the tremendous responsibility assumed by a volunteer officer when he was intrusted with the character, reputation and future career of a convicted misdemenant. We observed how complacently this responsibility was assumed by some and we saw the reflection of this attitude in the probationer's life.

The fact that many "repeaters" appeared in our probation list who spent their probationary period with volunteers caused us to investigate very carefully and we found in many cases the volunteer was by nature, disposition and inclination unfit for this sort of work. Possibly the fault lay in too great tolerance, possibly the officer was perfectly well intentioned but too much of a diletante to get into the drain and do the real hard self-denying and ofttimes repugnant work of rescue. Many times in cases of children, the good hearted officers completely hood-winked by artful youths and maidens and secure in the belief that all that could be done was being accomplished, went on their way rejoicing. The sad awakening came when the judge and salaried probation officers were confronted with the school report of the boy or girl, and the scepticism of the school authorities as to the value of probation at all.

Every once in a while a jewel of a volunteer would appear. One who was heart and soul in the work, who did all and more than could be asked to effect a rescue; one who saw with clear vision the dividing line between friendly and affectionate interest and mawkish sentimentality; one who realized that his probationer was an offender against the law, but at the same time comprehended the scheme of things that made him so, and who blended pity, sympathy and encouragement in the right degree so that the probationer understood that he had an understanding friend and that if he will do his share and use his free-will to live in a better way, he will never lack encouragement and friendly

help. We have some of these splendid volunteers in our association and we are proud of them. The lesson we have learned from the use of volunteer probation in Syracuse is that the case must at all times be under the oversight of the salaried officer. Let the volunteer give the probationer the benefit of his companionship, urge that all the helpful oversight possible be extended, but let the investigation of home conditions be made at regular intervals by the salaried officer. Let the probationer report personally at stated times to the salaried officer, because he is the direct representative of the Court, and his influence over the probationer ought to be the controlling and powerful feature in each particular case. I dislike to urge this idea of showing authority, but for most of our undisciplined fellow citizens subnormal, anæmic and blunted with misery and lack of care as they are, the *sceptre of the law* is a necessary ingredient in their redemption. If we desire the public to have faith in our system, if we want to do efficacious work we must observe these cardinal truths in placing out probationers under the care of volunteers.

Do not place cases indiscriminately. Try and select a probation officer who fits the probationer. For example, in cases of adult delinquency, non-support, drunkenness at home, select a man who can see beneath the surface and who will know how to deal with a husband and father who has forgotten what is holy and decent and is almost on a level with a beast. Do not exhaust the efforts of a high grade volunteer on offenders who probably never were in police court before or never will be again. There are many such cases and the paid officer can handle a surprisingly large number of them with perfect satisfaction.

Do not load the volunteer with clerical work or detail. It is repugnant to practically all of them. They will work willingly, but they hesitate to reduce their work and views to writing, and they will be lax on written reports. It is for the paid probation officer to write the history of the case as narrated by the volunteer and the latter should receive periodical and regular visits from the salaried officer.

Be specific in stating to each volunteer his particular helpfulness to the work. To one man, delegate the getting of jobs and assign him to the employment committee. To another delegate

the getting together of the men and their religion. Each officer to his own faith. To another delegate the duty of obtaining desirable and proper newspaper publicity and so on. My point is to find the *maximum* of usefulness in each volunteer and direct his power in the channel where it will accomplish the greatest good. There is even use for the diletante in the association; for the one who is enlisted because social work is quite the thing you know. The poet's line perfectly expresses this when he says, "And that which seems but idle show, strengthens and supports the rest."

Thus in Syracuse, we believe it leads to better work to have a few active volunteers who are interested heart and soul in their probation work. We have no hesitancy in turning over arduous and difficult cases to such officers because they will heartily do their duty and if their good judgment tells them that the person on probation is not likely to profit by such treatment, they will at once remand such a case to the court, thereby preserving the interest of the public and probation system.

However, it is possible to have a flourishing association with but a few members of it serving as active probation officers. The most important practical thing that an officer can do is to provide employment for his charges. The keystone of a successful probation system is the ability to gain employment for men and women out of work. The work is the crucial test as to the calibre of the man or woman and it is their salvation. It saves the chronic loafer by breaking down the years of bad habits and making him to stand on his own feet and fight his own battles in the world, or take the alternative and work in jail. It is the magic test of the sincerity of good resolutions to say no more. Then for the deserving unfortunate, who would work if he had it. What a boon it is to get a job when he needs it worse probably than he ever needed it in his life and worse than he will ever need anything again. Joy in work is part of the gospel we would preach and for which we must strive.

To organize an employment bureau is a great task, for a probation association and one that was accomplished by our local committee with splendid results. Scores of employers and manufacturers have pledged this employment committee their aid, asking

only that no injustice be done their other employees or extra hazard incurred by the employment of marked, sub-normal or vicious and depraved cases. In fact at this writing we have not an unemployed adult in over a hundred active cases. So generous are our friends that when we wish to place a man it is simply a matter of telephoning in advance our arrival and taking the next car to any one of two or three large manufactories. The salaried probation officers are too glad to give all credit for this splendid condition of things to the labor employment committee of the Probation Association and in acknowledging our debt to the entire association, we may be pardoned for making special mention of our staunchest friend, who has never failed us, Congressman-elect John R. Clancy. In a life more than ordinarily busy he has personally conducted our applicants about his factory until some foremen found a job for them. We feel satisfied that those who have studied the possibilities of probation associations will agree that no more important work can be done by them than in the matter of procuring employment for delinquents out of work.

Wide variations are noted in the practices and equipment of our juvenile courts. Some favored citizens have a medical staff attached to the court who are amply paid by the municipality. Such courts are indeed fortunate. The majority on the other hand are compelled to shift as best they can and in cases where juveniles need medical care for inherited or acquired ills when such care may mean new life for the unfortunate child if it comes in time. The physician members of our local association have during all these years fully and gratefully given their services whenever asked by Justice Shove. They are men of high professional standing and are on the various hospital staffs and give their time to the free dispensary. Through their efforts we are able to care for the teeth, eyes, throat and nasal organs of our youth — points of greatest vulnerability and which are mostly neglected. A member of our association is a skilled alienist and specialist in psychopathic work and his services are constantly in demand and freely given. This auxiliary of the juvenile court has an honorable record of splendid achievement and if a court exists without such aid it would seem that it would be within the duty of a probation association to supply this lack.

Syracuse has a municipal juvenile detention home. The Probation Association was instrumental in some degree in aiding its establishment. Since that time gifts of clothing, shoes and so forth have been tactfully and intelligently given to its needy occupants. This is one department that will this year receive the hearty co-operation of our Probation Association. So much real good can be accomplished with the nucleus developed there along lines logically connected with probation work that we feel it our duty to enlarge this branch at our earliest opportunity. It is self-evident that the Probation Association should lend its influence to all projects of a social and philanthropic nature with a proviso that this effort must be intelligently concentrated where it will be of most service. I have attempted to outline the most important points involved in the development of a probation association, yet I do not expect every worker to agree with me. Neither am I entirely sure that I have made the subject clear, I have simply given expression to personal opinions gained by observation and experience.

In conclusion, I desire to urge one supremely important truth. Which of us has not been impressed by the utter lack of religion and respect for Almighty God displayed by our own probationers. They were not always so, most of them came from hard-working, God-fearing families and one or many of the countless causes of delinquency put them where they are. Isn't it our duty to bring them back, each to his own. Here in Syracuse every denomination lends its aid to our work and every shepherd welcomes the stray sheep back to his flock.

However substantially we may supply the physical wants of our charges, we reluctantly confess that we have no materialism to heal the wounds of sin. Were virtue and individual morality acquired by unfortunates our task would be done. After the prosperity of our charges has been provided would it not crown our work if we taught the wife-beater the sanctity of marriage, our wayward boy the story of the divine origin of authority, our foolish girls the lives of the pure woman of all times and ages to the end that they might see in vision " a beautiful city afar off."

Ours is the duty, ours the responsibility, ours the sin of omission, if one soul falls for the want of our extended hand.

Bailey B. Burritt, Secretary, Criminal Courts Committee, New York City: The discussion of this subject becomes at once a discussion of the function and value of committees of public spirited citizens in connection with official public service. The success with which any voluntary committee meets is necessarily dependent upon the organization of the committee itself. In this connection, I cannot too strongly emphasize the necessity of having a carefully selected committee, for upon this hinges the possibility of effective work. Such a committee, to deal with probation work, should include men and women who have had extended experience in social and philanthropic work, and also a liberal sprinkling of men with legal and political experience. The committee should include all parties and so far as possible all religions. It should also represent the business and social interests of the community. The committee must be thoroughly representative; must be nonpartisan, yet representing all parties; must be non-sectarian, yet representing all of the leading religious faiths. It must do this at the same time without being too large a committee.

The usefulness and effectiveness of such a committee is limited only by the energy and general efficiency of the executive head who is responsible for stimulating and carrying out the work of the committee.

The first great function of such a committee is that of informing fully the community in which it is working. This information should include the work which is actually being done by the probation arm of the court, and this information should serve as a basis for further informing the community with regard to the work not done but which should be done if the court is to realize fully its opportunity of reformation and salvage of human lives. This means an intensive study of the work being done. It means daily association with the judges and the probation officers; it means cultivating a spirit of friendly co-operation with the judges and the probation officers; it means finding out the limitations of their work because of inadequate standards and inadequate number of probation officers, or inadequate clerical assistance. It means a thorough study of all the social agencies in the community which are equipped or can be equipped to co-operate with

probation officers in providing voluntary workers, or in supplying privately paid workers for lines of work which cannot readily be undertaken by the court itself. In short, it means a very careful, intensive study and survey of the whole problem of probation work in the community.

Not until this has been done is such an organization in a position to be really effective. It is then in a position to formulate a definite program for improving and increasing the possibilties of probation work. Its power to accomplish this depends upon the success with which it meets in imparting to the community at large the information which it secures and the program which it outlines on the basis of this information. It must clearly recognize that it can be most successful only when this program grows out of the suggestions of the probation officers and of the judges themselves. The program thus becomes the program of the court, and the voluntary committee is simply the vehicle of communication of the program to the larger community.

I need not dwell on the methods employed to successfully inform the community. It includes securing the co-operation of the newspapers of the community, the calling of numerous conferences, and the holding of public meetings; it includes putting the information in the hands of the leading clergymen in the community, the leading educators, the leading members of the bar, and if practicable, the chamber of commerce or other business organizations. So important is this function, that the phrase "information of the community" might almost sum up all of its functions.

Concrete applications of this function may be illustrated. One of the most effective methods of co-operation of the committee with which I am connected, the Committee on Criminal Courts of the Charity Organization Society of New York City, is illustrated by its efforts to secure additional appropriations to make possible the extension of the work. It has just completed a successful campaign to double the number of probation officers in the children's court of New York city. It did this in co-operation with the courts, by pointing out the need. It held conferences with city officials charged with the duty of making up the budget for the year 1913; it secured favorable consideration on the part

of the special committee of the Board of Estimate and Apportionment, the chairman of which agreed to recommend an increase of 20 probation officers, the full number requested for the children's court. This was subsequently cut down to 12 by the Board of Estimate and Apportionment, whereupon the Committee made a vigorous appeal to the public to support the request for the full 20 and insisted that the city authorities grant the full number. This campaign resulted, I am glad to say, in a further re-consideration of the matter by the Board of Estimate and Apportionment and the restoration of the 20 probation officers asked for. Similarly, the Committee co-operated with the court in securing an additional assistant clerk in the children's court and additional stenographers for the probation officers, in order that the records of the court and the probation officers might be made more complete and more useful.

This illustrates what any successful voluntary committee will constantly be called upon to do; namely, to assist the court, wherever need be, in securing additional appropriations to carry out demonstrated needs. It is in a position to do this effectively as it cannot be charged with a desire to increase its patronage or to magnify the importance of its activities in the community for the purpose of securing any kind of political preferment. Court officials, no matter how genuine their desires for increasing the efficiency of their work, cannot appeal so successfully to popular support because of the ever-present suspicion that some sinister political purpose lies behind their request for increased appropriations.

I might cite one further concrete illustration of the possibilities of a voluntary committee. Last March, the work of probation officers paid by the city was to all intents and purposes begun in the children's court in that city. Twelve paid probation officers were provided for the children's courts in Manhattan and the Bronx. They were all comparatively, if not entirely, new to probation work. They had splendid ideals, splendid abilities. They were, however, thrown into a new field with little or no precedents. An amount of work impossible for that number of probation officers to accomplish was thrown upon them; they were not given adequate clerical assistance. These difficulties were

pointed out to the Committee on Criminal Courts. It finally decided to place at the disposal of the court for a period of two months, the services of an expert, a man who was formerly chief probation officer in Chicago, and who had since had very extended experience with various problems affecting children. It also placed temporarily at the disposal of the court, some clerical assistants to enable the probation officers to make adequate reports and to keep an adequate system of records. The net result of this experiment was that it enabled this efficient corps of probation officers under the leadership of its acting chief, with the co-operation of the expert who had an extended experience in probation work, to organize their work, to place it on a higher plane of efficiency, and to establish standards which will serve as precedents in the future. The expense involved to any voluntary committee in this kind of co-operation is entirely incommensurate with the results obtained.

I might cite also, simply as one more illustration of a concrete thing accomplished, the fact that the system which formerly prevailed in New York city of having 16 judges, all of whom were doing adult criminal work, rotate through the children's court, each one giving but a short period of time to the children's court, has, through co-operation with the judges been changed to a system by which beginning January 1, 1913, one judge will be responsible for the work of one children's court and will sit in it continuously with the exception of his vacation period. This places the responsibility of the work of the court definitely upon the shoulders of one man.

Now, that the change has been affected, all are agreed as to its desirability. Under the existing circumstances, it would hardly have been possible if the necessity had not been pointed out continuously by an independent body of public spirited citizens with no other interest than that of improving the probation work of the court, by establishing continuity of policy and a greater degree of expertness on the part of the judge, as well as a more intimate relation between him and the probation officers.

I have cited these few concrete pieces of work done by the Committee, simply for the purpose of illustrating possibilities. In closing, I would like to emphasize one other important function

of such a committee — a function which may properly also be considered a corollary of its function as a source of information to the public. If carefully selected and efficiently managed, such a committee is always in a position to act as a buffer between officials of the court, including probation officers, and other city or State officials which may see fit to attach the work of such officials for the sole purpose of making political capital. It is also in a position to act as a buffer between competent probation officers and officials representing the appropriating power of the city and other individuals who may undertake to cut off the appropriation supporting their work.

Similarly, it is in a position to ward off interference with the work of the courts by partisan legislation or sinister partisan acts of any kind. This at times becomes an imperative duty which must be performed vigorously. The obverse of this function is even more important; namely, the privilege of calling the attention of city officials, of appropriating bodies, the Legislature and the public at large, to the efficient work of probation officers, where their work is efficient, and to the efficiency of the work of any individual where it merits it, and also to suggest with the co-operation of the officials of the court desirable legislation which may facilitate the work of the probation officer and of the court.

These few illustrations serve, I trust, to suggest that such committees may and should be potent factors in rallying public support about probation work, thereby increasing both its quantity and quality.

TUESDAY AFTERNOON SESSION.

(Meeting for Women.)

PROBATION IN CASES OF WOMEN.

Dr. Katherine B. Davis, Superintendent of the State Reformatory for Women at Bedford: (Dr. Davis opened the meeting with an address on factors that determine whether probation is advisable or inadvisable in particular cases of women delinquents. Unfortunately, the stenographer engaged for the meeting did not arrive in time to report these opening remarks.)

Mrs. William W. Armstrong, Probation Officer, Police Court,

Rochester, and President of the Western House of Refuge for Women at Albion: If we had a little more time to investigate, we probably could recommend to the court whether they really should be placed on probation or with a committee. The lower class of women try to use probation to get out of court, and they ask, many times, if Mrs. Armstrong would take them. Many times in the old offenders' cases it is simply a dodge to get out for a little longer, and perhaps get a few more drinks. We have to bring them in finally.

Mrs. Max Thalheimer, Probation Offier, Syracuse: I have the women in Syracuse police court. As far as possible, the investigation is made before the judge sees the individual. Where a woman has been arrested and served any time in the penitentiary, perhaps the second or third time, she is sent to the penitentiary for the limit. As Mrs. Armstrong said, it is a dodge to get off, and the judge has had so much experience he doesn't ask us to investigate every case.

Dr. Davis: May I ask if the investigation is always made before the woman is placed on probation?

Mrs. Thalheimer: If it is possible. You see there are so few women, comparatively few, arrested in Syracuse for drunkenness, that the police department and the police matron are able to tell a good deal about the cases; but where a woman is brought in drunk, while she is sobering up, I have an opportunity to make an investigation.

Dr. Davis: What about the more serious offenses, larceny, felony, and so on?

Mrs. Thalheimer: Those are always investigated.

Dr. Davis: What do you consider the ear-marks for desirable probation, if it is a woman who has committed a more serious offense?

Mrs. Thalheimer: I don't believe I could really state, because each case is an individual case.

Dr. Davis: Are common prostitutes put on probation here in Syracuse?

Mrs. Thalheimer: Occasionally. I have a few, who are doing very well.

Dr. Davis: What becomes of the women who are not placed on probation?

Mrs. Thalheimer: They are sent to Albion, if they are Protestants, or the Magdalen Home at Troy if they are Catholics.

Dr. Davis: Have you any local institution, like a work-house, where you send women?

Mrs. Thalheimer: We have sent women to the penitentiary occasionally, for three months; but that is very rare.

Dr. Davis: Are you the only probation officer?

Mrs. Thalheimer: The only woman probation officer. I have the help of volunteers.

Dr. Davis: As a general case, the second offense is not followed by probation?

Mrs. Thalheimer: That depends. Some people are very anxious to have a second trial. When the third or fourth time offenders are brought in they are simply sentenced to the penitentiary for the full time.

Dr. Davis: Is any investigation made of the woman's physical condition and health before she is put on probation? Do you find out if she is able to earn an honest livelihood?

Mrs. Thalheimer: With the young people I always do from 16 and over. I have a great many women from 30 to 60 years of age.

Dr. Davis: Would you consider it desirable to put a woman on probation who was in poor health, and who couldn't fairly be expected to support herself?

Mrs. Thalheimer: No, I wouldn't think so. I would like to put such a woman in the hospital and have the city take care of her until she was able to work.

Dr. Davis: Wouldn't she be on probation while she was in this hospital?

Mrs. Thalheimer: Probationary oversight.

Dr. Davis: Miss Roome, will you tell something about the Brooklyn method of selecting women to put on probation. We want to find out what we can, whether in the different parts of the State they have any distinguishing marks which, to the judge and

to the probation officer, seem to mark a girl as a fit subject for probation. We all know, I guess, the old rounders are not frequently put on probation.

Miss Anne V. Roome, Probation Officer, Board of Magistrates, Brooklyn: In Brooklyn, the first duty of the probation officer in the morning is to go into the "pen" and examine whoever is there. That is, she has a talk with the woman, and finds out something of her story. Then she looks over the papers in the cases, or tries to find out what she has been arrested for, and in her own mind she thinks what she might do with that woman. Many times the young woman, if it is her first offense, will just open her heart to the probation officer. If she is an old offender she will tell you the most terrible "ghost stories," or something you never heard of. It rests a great deal with the judgment of the probation officer to know what kind of a woman she has. And when we go out before the judge, he will often ask, "What about this woman?" Of course the complaint is there in his hand and he knows what the woman has been brought before him for; but he will ask, "What about the woman?" Of course we stand there as a friend, to try and help the woman. In many instances we will say, "If you will give me two or three days to investigate," or, "I will take this girl to the home" (which we have found is often the best method). Or, if we find that the girl has told us she has a home but has been living somewhere else, we try to take her to her home and family. It is sort of a parole for examination; the judge just paroles the girl, unless it is a charge that he isn't able to parole her for, in the care of the probation officer. Sometimes a day, and sometimes less time is given,and then we go back to the judge with the report. And, if it is a case that can be settled at once in the Magistrates' Court, then the probation officer recommends to the judge that she is a fit subject for probation, and the probation officer starts in to do the best she can with her. If it is a case where she must go to jail, or the crime is such that she must be held, all the probation officer can do is to go out and investigate during the time the girl is in the jail, and then of course she goes to the higher courts.

But in the cases of our girls, we always follow them up. Of course that isn't always straight probation, because the probation

officer in that instance is more like — well, like a friend. It has been pointed out that that isn't just probation, and that part of the work has been found fault with; but we have found it very successful in taking hold of the girl right there. In many cases it has been a preventive work; the girl hasn't become a hardened criminal; right there we have been able to get hold of the girl.

Sometimes after a period of two or three days, or a week, the case has been dismissed in court, and there hasn't been any case at all. Of course if it is a case where it is necessary to put her on probation, then she is officially put in the care of the probation officer.

Dr. Davis: As I said in the beginning, those of us who are at the heads of the reformatory institutions see the failures on probation, and we have sometimes wondered how much two factors are taken into account by probation officers in recommending to the judge that the woman shall be put on probation. The first I have already indicated, the question of the general health of the woman. It has seemed to me in a number of cases where women have been sentenced to the reformatory for punishment, that she should have been marked from the first as an unfit subject for probation, simply for the reason that her physical health was such that she could not be expected to work hard or steadily. Girls come to us who have been on probation whom we have to keep in bed two or three days a week. Now no girl can hold a position in a shop or in domestic service if she has to go to bed two or three days a week; her employer wouldn't stand for it. And it has seemed to us that probation officers could, if there was any way, find out exactly the physical capacity of the girl. It would seem a very important fact to ascertain before deciding to put the girl on probation.

I know the difficulties. The girl prefers, as a rule, to be put on probation, rather than to be sentenced to a reformatory, and she will not always tell the truth about her health. She will say she is perfectly well and perfectly able to do work, when she isn't and I know probation officers haven't always the time to find out if she is telling the truth about her health or not. But it does seem to me that there ought to be some way where, in any doubtful cases, the probation officer might be able to have the girl about to be put on probation given a pretty thorough examination before it is decided.

The second thing that I want to know is how many of you take into account whether or not the girl is sufficiently well trained or has a chance of getting work. Now I have known, in a number of girls who have come to us, who really couldn't be expected to keep straight, for the reason that they had had no training that enabled them to earn a decent livelihood, and they couldn't earn over four or five dollars a week. And where they had no home of their own, or in the city, I don't see how they could be expected to keep straight on four or five dollars a week. I wonder how many probation officers take into consideration the earning capacity of the women whom they are considering for probation.

Miss Sadie American, President of the National Council of Jewish Women, New York: We have mostly the women of the streets. The judges dislike the thought of a wrong sentence. Many of the judges shrink from sending a girl who has been arrested for a comparatively small offense to Bedford. When I say to them, "This girl can only earn so much a week," they say, "Why should she be incarcerated for a year at least?" They don't seem to look to the value that that year's training would do for that girl. We all feel that the girls have a better chance at Bedford, on account of the healthful surroundings, than anywhere else.

Dr. Davis: Wouldn't we get a step in advance in probation if we could get some sort of standards by which we should judge the cases to recommend for probation? I don't know — I haven't been a probation officer myself — just how far a probation officer may advise a judge. I suppose it depends entirely on the judge, whether he listens to the probation officer. I am perfectly aware that many judges are guided largely by personal appearance. I have sat in New York, mostly in the Night Court, and it has seemed to me that about the only criterion is whether or not she is attractive. If she was attractive in her personal appearance she would be put on probation; if she wasn't attractive she wasn't. We sometimes feel that perhaps this is a personal matter again, that some of the girls committed to the reformatory — we are glad were committed — have been because they were homely and unattractive.

I never would send a girl to an institution who could be spared that stigma, if there was a way to take care of her in the com-

munity; and in that way I feel that the smaller towns and the smaller cities and the rural districts have a very great advantage over New York city, in that I should think it would be more possible to find women and businesses that would take the girl and give her a chance.

It is a farce to take a woman who has neither the physical strength nor the mental capacity to earn an honest livelihood, and simply say, "We will put you on probation to Mrs. ———," and then open the doors and let her go out in the middle of the night, without any place to go to and no earning capacity. It seems to me that that is a good deal of a farce, that kind of putting on probation.

Miss Roome: In the five years I was at the Myrtle Avenue Court, which took in the Greenpoint section of Brooklyn, the type of girls which I got — it was utterly impossible to take them on probation. They didn't know what it meant; their parents didn't know what it meant. Their home surroundings were such, the material was so unfavorable, there was no way of trying to take them on probation, and I grew very much discouraged. I had come from a court where the girls had come from good homes, and it was an entirely different type of girl. I decided that I must do something with these girls, because there was no training, they were lacking in so many ways. I second what Miss Davis says, that the earning capacity was so little you couldn't expect the girls to live an honest life until they got some training.

Dr. Davis: Then there is another thing, aside from the selecting of the girl and the question of good health and capacity to earn a livelihood. There immediately comes up, even with the adult woman, the question of whether it is wiser, if a girl has a home, to return her to that home, or whether it is wiser to find her a boarding place near her work; of course, a respectable boarding house. I do not know what your experience is in this matter, and I shall be very interested and instructed to hear.

Our experience in parole has been most unfortunate in the placing of girls in their own homes, no matter how respectable those homes may be. Considerably more than twice as large a proportion of failures have been among girls who have been returned to their own families as among the girls whom we have placed in entirely

different surroundings. I know this is shocking to the desire to keep a family feeling and to restore severed family relations, but we are coming to have to face the situation as it is, not as it would be ideally. Suppose a girl has left her home and is living an irregular life, or she has committed an actual crime in the eyes of the law; in 99 cases out of 100 the girl's home conditions have not changed, they will be exactly what they were when the relationship was such as to drive the girl to go out, or to permit her to be driven out. The mother is just the nag that she always was; the father is just as severe if she is out late nights; the home is just as untidy; there are no more conveniences for seeing her friends,— all of those conditions that in the first place were features in the girl's going wrong, as a rule, still remain.

Of course the girl idealizes the conditions, just as she idealizes the clothes in which she comes to us. She says, "I have got a good mother. If I had only done as she wanted me to!" They come in in disordered clothing, and they tell the other girls about the elegant clothes they had. I don't think it is deliberate falsehood; they imagine lots. And the same thing is true of their homes. Sometimes the family is a respectable family; hard working people; probably respectable, and undoubtedly love their children. But the mother hasn't a bit of judgment in dealing with the daughter. If those conditions prevail, in our experience, more than twice as large a percentage of the girls violate their parole where placed in their own homes as when placed in entirely different surroundings.

Do you succeed best when you put them in their own homes or when you put them with other people?

Miss American: You have outlined much of the difficulty, but if preparation can be made for the parole and the family can be persuaded to move from the neighborhood in which it lived when the girl was committed, a good deal more can be done. It stands to reason that the family feels the disgrace; and even if the probation officer goes to the family and reasons with them and tells them that they must be patient with the girl, the family is very willing to do it, but the first time that anything goes wrong they tell her about being on parole, they call her a hard name. The very fact that the girl is trying to be good makes her so indignant at the

injustice that she flies off the handle and that is the end. My own feeling is that we have altogether too much of the feeling of we and they. I believe that if we would realize that we all of us have just the same sort of quick temper and little lapses, and would look upon these girls as the victims, to a certain extent, of circumstances, to some extent of physical defects,— if we would realize that we are all just human beings and would so judge the girls, we could do a little more with them than if we judge the families from the standpoint of families in big houses, where people don't irritate each other, where each person has a room by herself. I think that much can be done if the family is removed from the possibility of feeling that the neighbors are pointing their fingers.

I would like to give you one case. It was not a probation case. It was the case of a poor, weak woman, with six children and a beast of a husband. The oldest girl had a child by the father. The girl was, as you can imagine, depressed and demoralized. She was a perfectly good girl naturally. We separated the child from her after a time, and the mother insisted upon the girl going back home. The girl did go back home and we kept our eye on her. We took her to the theatre and all that, but she simply was going to pieces, when we decided to put her in different surroundings. We sent her to a different city, and she is doing perfectly wonderful, because she is away from her old surroundings. The girl would never have lived straight in her own home, but to-day she is doing splendidly.

We have found cases, on the other hand, where girls crave to go home and make up with their family. We had one case where the girl was going insane, and the family would not listen to her coming home, as they said the disgrace was too great. The physician persuaded the mother and a brother that they must come over and see the girl. They finally did so, with the result that the girl grew better immediately. The family is united to-day.

Every case would have to be judged differently, but I feel very strongly that we must not sacrifice the individual to a notion of family unitedness, which is merely a notion and not an actual fact, and especially where girls have had a way of earning their own living, which in itself brings about a certain independence.

Dr. Davis: We have had this experience, too, that where girls

are earning their own living they go home on Saturday night and their mothers expect them to turn over their whole pay envelope and let the parents say what shall be done with the money and what clothes they shall have. It can be properly a function of the probation officer, and one of the conditions on which the girl is allowed to return to her home, that the probation officer shall have something to say in deciding upon a reasonable amount of remuneration for the girl's board, and then let the girl have the discipline and responsibility of disbursing her own earnings beyond a reasonable, stipulated sum for her board. Probation officers can steer clear of a good deal of friction if they will insist on that one point, because a woman who is old enough to be earning her own way is old enough to bear the responsibility of the expenditure of her own earnings.

How many of you feel that it is necessary to tell the employer, when you are seeking a position for the girl, something of her past life? Is that a common practice? Do you always, if you are going to a shop or factory to ask a man to give employment to a girl, tell him the circumstances, or tell him, at least, that the girl is on probation? If you put a girl into a family to board, do you feel it necessary to tell the woman of the house?

Miss Roome: I always have. Still, if you ask an employer of labor for a position for a girl and he knows you are a probation officer, he doesn't have to be told, but I always tell him. I prefer to, because they are treated much more tenderly when the people know.

And about the disposition of the wages. Every Monday night a girl who works in a factory places her wages in my desk drawer, and on Tuesday morning the mother comes and gets the share that I give her. The other part I give to the girl. I always go with the girl when she buys her clothes. I have one case, not a court case, where a young girl came in to me, earning $5 a week and gave every penny to her mother. I investigated and found that the mother was a drinking woman and that the girl never came home to a meal in peace. Her employer said she was a good worker, but was so nervous she couldn't give proper attention to her work. With the consent of the judge, I gave the girl permission to go to a boarding house, and the mother hounded my office for a number of

days. Finally I asked the chief of police to talk to the mother, and since then she has stopped.

Miss American: An unmarried mother was to be sent as an employee to work in an institution up-State, and the head of the institution had not been told about the girl. I was called up on the case and asked my opinion, and, as there were boys there, not over 12 years old, I didn't feel it was fair to the institution to send that girl there without telling the superintendent and letting her take the responsibility. Happily, the superintendent was willing to take the responsibility, so all went well there. But it seems to me that the answer to that question ought to depend upon the nature of the offense the girl has committed. For example, if a girl has gone wrong morally and is going to work in a factory, I don't see any reason for telling the employer her story. If, on the other hand, she has stolen, we cannot take the responsibility if the same thing happens again. If she is going into a family where there are a lot of boys, can you again take the responsibility? You must judge exactly what the facts are and what the girl has done, and what the people are with whom you are placing her, and whether in a store or factory. You must determine whether, in that particular place, the girl is going to be subjected to the same sort of temptation.

Dr. Davis: If we ourselves, either the probation officers or the parole officers of an institution, seek work for a girl, it is supposed that it is for one of our girls. I have quite a number of young women and older women who are helping us with our parole work as volunteer workers, and they may not necessarily be known as representatives of the institution. They come to me and say, "Must I tell the person where I am going to put this girl what her past has been?" Now one of the reasons that girls do not stay long in their places after they pass their period of probation or parole is because, if they are doing well, they want to leave the past behind them, and we want them to. And sometimes I have heard complaints that just as soon as the woman's or girl's period of probation passes, she goes out and gets something else for herself. But of course it is an awful responsibility, allowing the girl to be placed by her friends and not telling the people who employ her, anything of her past.

I have a girl in mind now, a girl who is nurse in a large hospital, and no one in that hospital knows anything about her past experience. She is doing extremely well and no complaint has been made, either of her work or her conduct. Our own parole officer visits her there from time to time, but even the superintendent doesn't know anything except that she is a personal friend of this young woman. I do not consider it is my business, to go down there and tell the people her past.

I have a girl who is earning $27 a week in an office in New York city as a stenographer. She was sent to Bedford for dishonesty, and is now in a position where she handles large sums of money. She has held that position two years and, although I know her employer personally, he hasn't the least suspicion that she was ever one of my girls.

We had a case in our own institution. I was asked by the head of another institution to take into my employ a young woman who had once made a false step. I gave her the position and told only the members of my board of managers and the head of the department in which she was going to work. Now remember, we are a reformatory, and one of my associates found it out and she came to me perfectly furious. She thought I had done the most outrageous thing in bringing that woman there, giving her a position and putting her on terms of equality. I was very greatly disappointed by the attitude taken, and I said to her, "You are the last woman in the world I would have expected to take this stand. You were so lovely and nice to all of our girls, and I would have said you would receive her with open arms."

It is an awful responsibility, and I have felt it. To illustrate, I put a girl in a position as domestic servant. The lady who took her knew about her and knew she came from the reformatory. The girl stole $25 in money and skipped. She came up-State and the week following, after she had skipped from this house, appeared one evening at the reformatory. She said her conscience had pricked her so that she couldn't sleep. She asked, "Can I go back to that place and work out the amount that I stole?" I replied, "Certainly you can, if the lady will take you." I wrote to the lady and said that she wanted to come back and work out the amount she had stolen if she was willing to have her. I did

think that if the girl was sufficiently penitent to come back alone, she deserved another chance. However, one week later that girl stole three diamond rings and skipped again, and at the present time she is waiting for indictment. The employer said I had absolutely no business to persuade her to take the girl back. Now we have to make up our minds to stand that sort of thing. I wonder how far it is the practice of the probation officers to tell the girl's past to the employers or the people with whom they put them.

Miss Roome: I think it rests with the probation officer to know whether to tell or not. Sometimes it is necessary and sometimes it is far from necessary. A girl had been unfortunate and had a child; she was out of employment and almost destitute. She went to a friend's house to visit and while there picked the diamond out of a ring. She was arrested, and they gave her to me from the county court. I talked with the girl; thought I could do something with her. We searched around to find employment, and when a friend of mine said that she was very anxious to get a servant I replied that one of my girls was looking for employment. "Oh, I couldn't think of taking one of your girls in my house," she said. Meantime I had sent my girl to an employment agency, had given her money and told her to register there and try and get employment. One day, my friend invited me to dinner, saying she had such a gem of a girl. I went to the home of my friend and as I entered the parlor the maid opened the door, and said, "Oh, Miss Roome," I at once replied, "I don't know you," and passed on. I was served with dinner by the maid; I could see she was a little nervous. The next day I went to see the girl's mother, and my girl was there. "Oh, Miss Roome," she said, "What will I do?" I said, "Do nothing. The lady has taken you in, now you must make good. I won't tell." She stayed there two years. Now she and her mother are living in another part of the city. She has given up domestic work, has gone to work in another place, and is taking care of her child. Had I spoken to that woman, my girl would likely have been ruined, because there was that feeling on the part of the woman. So it is for the probation officer to know what to do, whether to tell or not to tell.

Dr. Davis: The next thing that we want to speak about is the oversight of the girl while she is on parole or probation; how strict an oversight are we going to exercise? Are we going to control all her outgoings and incomings, and the time she goes to bed, what friends she entertains, and all that sort of thing? We all know that a large proportion of the young women put on probation have led a more or less irregular life, and we have to guard against their weaknesses and temptations. If they are getting a bad reputation at dance halls and improper places, and have improper relations with men, what are we to do about it as probation officers? Shall we attempt to control their amusements and their recreation in any other way except merely advise? How much supervision are we going to exercise?

Miss American: Will you ask another question? Is it sufficient to have a girl report, or is it necessary to see a girl in her own surroundings?

Dr. Davis: I was leading up to it. Are we content, as probation officers, simply to have the young woman come to court and report, or do we have her come to our rooms, our own house, and report, or do we go to her? What is the practice of the different probation officers present, and how does it work?

Miss Leitch, Probation Officer, Court of Special Sessions, Brooklyn: When a girl reports at the court we never know what the girl is doing. I go to call on the girl in her surroundings. I visit a girl where she works, and say, "Could I speak to her?" The woman says, "Is she a great friend of yours." I said, "No, if she is busy don't call her." I know then things are all right. I don't say who I am. I call on them when they are at domestic service. I say, "Is Miss Davis here." "No. Will I say who called?" I reply "No, I will call again." I know then the girl is working there. But merely to depend on the girl's reporting to you does not tell whether she is working or not, or whether she needs any help from you on the outside.

Mrs. E. W. Griffith, Probation Officer, City Court, Utica: My girls report to my own room. And I think, if it is a bad case, you should keep in touch with her every day. It is very necessary to visit their homes and see what their surroundings are there.

Dr. Davis: The complaint has been made to me by certain probation officers that their duties of investigation for the current cases take so great a proportion of their time that they can not make visits at the girls' homes or at their places of work, and that they have to content themselves with having the girls report at court. I know it is customary at some of the Magistrates' Courts in New York city to have the girls make their report after court. But which is the right idea; to visit the girl in her own home, as Miss Leitch said, or to let her report at the court?

Miss Hunter: It has occurred to me that the probation officer might get in touch with somebody in the neighborhood where the girl lives; find some responsible person, who sees that girl walking down the street in the morning and knows what the neighbors say about her.

Mrs. Thalheimer of Syracuse: I would like to say that in one of my important cases if I had gone to her home I would have made her the talk of the neighborhood, and I would have had to visit her regularly to have done any good. She had been a great reader, so every week we met in the public library and I drew the first book for her. I would spend a very pleasant half hour with her weekly, discussing the different books and so on.

Mrs. Fitzgerald, Probation Officer, Police Court, Albany: Our judge makes it a rule that no girl who enters his court must come there to report. If it is a pleasant day I take a walk with the girl. And, as for visiting the girl at her home, I never neglect that; I visit them at their home and visit them often where it is advisable.

Mrs. Frances S. Broadhead, Probation Officer, Board of Magistrates, New York: Although it is the custom in New York to have our girls report once after court each week, we also include visiting the girls. Every girl we have on probation we see twice a month at least, and we have her report to us twice a week. If the mother doesn't want her girl to go out to dance halls and different places of amusement, and the girl is placed on parole on that condition, and her mother makes a complaint to me that she is not living up to her probation, I often suggest that we place her in a home for a short period of time.

Last week we had a case in court and I was sent to investigate. The mother said the girl ran away from home. I went to that home and found a boy 18, and a girl of 13 and another girl of 16, all sleeping in the same room. I said to the girl of 13, "Do you sleep in that room with your brother?" She said, "Why, yes, I don't see anything wrong in that." When I reported that to the judge, I said "I don't think I could help that girl under existing conditions. Under different circumstances we could help her." And the judge committed her to the House of Mercy.

TUESDAY AFTERNOON SESSION.

(Meeting for Men.)

President Folks of the State Probation Commission: In arranging the conference it was thought that the work in dealing with men was sufficiently different from that in dealing with women to make it proper to have at least on one occasion separate meetings in order that we might fix our attention more especially in each case on those phases of the subject that are peculiar to the one section or the other. For that reason, we have called separate meetings at this hour.

Now the number of men who are brought before the court for taking what doesn't belong to them constitutes a large proportion of the whole. It is a judge's business to consider whether the man did steal, but any judge who is worth his salt, I suppose, always adds to that the consideration of why the man stole, and takes that "why" into account in deciding what to do with him. Of all the judges who have had a wide experience and who have given a great deal of thought to the "why," there is no one more competent to give us enlightenment than City Judge O'Connor of Utica, to whom we have listened with great pleasure on previous occasions.

WHY MEN STEAL.

Hon. James K. O'Connor, City Judge, Utica: The excuses offered for theft by the perpetrators thereof are almost as varied as the numerous styles of offenses listed under that head. Neither philosophy, nor psychology, nor sociology, will ever be able to separate all the reasons given into classes and sub-divisions, and

prepare an analytical table which shall be an unerring guide to determine under what particular head or branch shall be placed the future offender.

For some considerable time the intelligent nations of the world have been permitting themselves to be satisfied with the thought that the various blessings or ills which fall to the lot of the average human entity are traceable to four sources,— heredity, environment, condition, circumstance. "The sins of the parent shall be visited upon the child, even unto the third and the fourth generation," has long been accepted as truth, and during all the years of its acceptance heredity has had to bear the brunt for many misdeeds. Next came "Evil communications corrupt good manners," thereby placing its share of the blame upon environment. But it is only in the days of recent greater enlightenment that the other two concomitants have been permitted a prominent place in the diagnosis of human frailty or goodness. And so it came that the more ancient causes which cursed the delinquents or blessed the fortunate yielded places at their table to other fates. And now the category reads: heredity, environment, condition, circumstance. And these at times went in and out upon each other's courses in such intricate and complicated fashion as to be almost indistinguishable. An unchanged environment for many generations produces much of that which we are wont to ascribe to heredity or both. And circumstance, the most variable of the four, is liable to owe its happening to a single one of the other attributes, or a juxtaposition of them all, or to owe nothing whatever to any of them.

In plant and animal life we see how efforts at selection of species, hybridization, evolution and progress are more prone to failure than to success. Even where species have been selected for several seasons and every effort made to improve upon the former specimen, there will be constant recurrence of original types or reversion to intermediate types. If uncared for, it does not take the descendants of the abnormal long-tailed and long-finned goldfish a very great while to drift back to the commonplace shiner.

The real solution of the present-day lack of respect of the property rights of others, undoubtedly is to be traced to the days when man was first classed as somewhat of a rational being, and

property rights as they now exist had not yet been evolved. The air, the earth and the waters were all free, and man partook of them and their contents at such times, in such proportions, and under such conditions as he felt the need, with no restraining hand or overseeing mortal power. If the latest developments of science concerning the earth we inhabit and the millions of years that it has been inhabited be true, then the space of time since property rights, so called, have existed, is but an infinitesimal portion of the period of habitation. Such being the case, is it any wonder that we constantly meet with the recurrence of the type that sees no harm in taking that which strikes the fancy or suits present needs or appetite? The inborn and inbred theory that might makes right and that there can be no wrong in gathering up what we most desire when it is in plain sight, held sway for a long time. Heredity transmitted it through long lines of descent, environment championed its cause through long periods of association, condition usually seemed to demand the upholding of the doctrine, and circumstance rendered it easy of performance.

Throw in the way of the babe, still crawling, tawdry baubles or fancy objects of pleasing hue, and want and wish and contact lead him to seize and possess them, and struggle against their surrender. The child by instinct still possesses intuitively all the early frailties of the race. He must be weaned away from them. Without any thought of wrong, children will appropriate their playmate's toys and sweetmeats. The child needs many, many lessons before the rights of property, looming large in some spots as the Frankenstein of to-day's civilization, impress themselves upon his powers of perception. What of those to whom the world has denied proper tutors? Is it not rather surprising to find any good among them, who have been "kicked up" rather than brought up, when so many of those who have received superior advantages have failed to profit thereby?

There has been too much threatening of people into the right path by producing the symptoms of fear of eternal damnation, and too little of salutary teaching of right and wrong where tutors of that sort are scarce. We have wasted too much good money upon foreign missions, while slums which needed it more

were permitted to grow up and fester on every hand. To what a depth of degradation had the poorer classes of England been permitted to sink, until Hood and Dickens took up the questions of the sewing girl, the workhouse, the parish children, the imprisoned debtors and the conditions of the jails, and interwove them into and through the woof and warp of song and story. And even that revolution was not brought forth in the twinkling of an eye. It was a long and a hard battle before better conditions were reached.

More thieves have been created by law, by government, by ruling officials and by those who secured swollen and abnormal holdings through devious and tortuous ways, than through all other sources combined. The men who successfully irrigate Erie valuations, loot Third Avenue tractions, or promote worthless mines, create an endless series of imitators, who in many cases are either not tricky enough to evade criminal responsibility or do not possess sufficient influence to prevent prosecution and punishment. The conductor, the cashier, the ticket agent who has seen "the man higher up only getting his'n," thinks he too is entitled to his piece of the loot. The many careless and even criminal proceedings upon the parts of men in "high finance," the collusion between large contractors and those having governmental supervision of their work, the desire of vice to pay for immunity from punishment and the greed of those charged with its suppression to share in the toll thus levied, have caused a partial breaking down of the barriers of conscience that civilization has been endeavoring to construct for a few thousand years.

The woman whose face and figure would never tempt any man to ply his wiles upon her nature, is apt to look with scorn and haughty pride upon her sister of the street, who could not always resist when the tempter spoke, and through her weakness and man's perfidy sank low in the social scale. She who has been tempted, and while still recognizing her veins to contain human blood and not ice, has been strong enough to withstand the onslaught of mankind, gazes only with tender pity and heartfelt sympathy for the fallen. And so with the cold, matter-of-fact man, in whose way the temptation to take that which is another's has never been thrown. He is the one who as prosecuting officer

insists upon the fullest punishment being meted out to the offender,— who as judge never permits the shadow of human sympathy to fall across a single page of the book wherein he enters his prison sentences. Among the best and the truest are those who have been tried by fire, and even sometimes singed and scorched.

I have seen men sent to prisons, whose natures were of a very high grade and class, men who meant no wrong, who gave way to sudden impulse or took without wrongful intent that which they believed they could replace. One of the best hearted fellows I ever knew is to-day in a Federal prison for bank irregularities. There was no intent upon his part to do a real wrong. And when he comes forth, the greater part of those who knew him will meet him with a welcoming hand and seek to aid him to regain the place in the world he lost through an error in judgment. The man who has not been hungry, wandering in a strange land, can hardly realize the desperate straits of the man who has had that experience, and of the chances such a one is willing to take when nerved by desperation.

Each one of you at one time or another has had come under your notice, many and varied forms of stealing, and the motives back of those cases were even more varied. There has been the reputed financier in whose integrity a whole neighborhood has ever reposed its confidence, to whom that neighborhood has rushed with its savings without apparent request, until one day came a crash and it was found that the financier had long been insolvent and had been living in ease from those savings thus thrust upon him. He may have speculated, or he may not. Unwise speculation has too often left its votary charged with one letter less,— peculation. Women have many times been at the root of the evil,— sometimes a wife who wanted more style than the means would allow; frequently an actress who played her "angel" for a fool; now and again a siren who lured a soul to the depths; sometimes an innocent, honorable woman upon whom an infatuated one lavished flowers and presents bought with the shekels of another.

Some have stolen or committed other crimes when crazed with drink, who in their sober senses would not have transgressed.

There are those who have stolen large sums and hidden their plunder, so as to have an easy time in life after the payment of the penalty executed by law. There have been cases of self-sacrifice where stealing was done to make good for another, and there have been crimes committed almost or actually in the public gaze, so that the flighty perpetrator might receive the cheap notoriety for daring or bravado which his weak brain coveted. The sneak-thief, the burglar, the safe-blower, may have all started in innocently enough upon their careers, but in the end knew nothing too desperate. I have known of a church sexton, who, after being suspected for some time, was found stealing marked money from the plate which he passed at service,— have had arraigned before me those who rifled of its pennies the poor box nailed to the church wall, and thought them quite mean and low, but the palm for being an outright, low-down thief, I think will have to be conceded to a carpet-bagging ex-Governor of a Southern State, who, after he had helped to plunder that State of millions, which he and his associates spent in revelry, drifted down the line of larceny until his specialty was purloining articles of wearing apparel from hotel hall racks.

More than a few thieves have been made of honest, innocent country lads, whose all has been beguiled from them by sharpers, and who, jeered and derided, spurned and cast aside by the community, have felt themselves to owe all humanity a grudge, and sought payment with manifold interest for the amount of which they were originally despoiled. Women carelessly carrying handbags and pocketbooks, messengers openly displaying money on the way to or from the banks, have on numerous occasions created the sudden impulse in the passer-by which led him to seize that which was so openly and without caution displayed. Messengers who have been trusted for years, financial agents who have handled large sums of money without a wrongful thought for several decades, have become victims of that same sudden impulse. Employees of the various postoffice departments, after years of long and faithful service, have fallen, and that, too, after seeing so many others detected and knowing that detection was almost absolutely sure to follow wrong-doing. I once saw a

postmaster sent to prison for eighteen months, because when the inspector suddenly arrived upon the scene, the actual cash was not in the postoffice cash drawer, but upon the other side of the street, in the shoe store conducted by the postmaster, where it was commingled in his business with his private funds. And then again come those who have contracted the use of soul-destroying drugs and by such use have become entirely different personalities from the beings they were in early life. And "numberless as the sands upon the shore" are those who have fallen by reason of a mania for gambling.

And the man who has once made a mistake and paid the penalty! If he be without strong friends, how fierce the battle to regain a foothold in society! Should he attempt to begin anew, those who know his tale or possibly have served beside him, undo him if he refused to be blackmailed or to associate with them. Too often the relentless human sleuth-hound whose greatest pride lies in the number of men he has "put away," is constantly on his track and causes loss of occupation, veritable outlawry and even suicide. There have been too many Jean Valjeans in the world, because there were and are too many Javerts, who do not possess the idea of responsibility to duty, the conscience subject to remorse even slightly or the ultimate sense of fair play displayed by the original creation of Hugo's brain.

No formulated set of reasons for stealing can be brought into play, which will govern a probation officer's treatment of the charges coming under his investigation or care for such offense. As every individual case deals with a different personality, these cases can hardly be governed by set and stringent rules which do not vary and relax. Each case calls for its own treatment. Probation officers must make of themselves students of human nature at close range. Every individual case must be studied out without reference to chart or schedule. Long ago it was said that "the education of a gentleman should be begun thirty years before his birth." If one of your probationers be charged with a larceny as a first, or second, or even possibly a third offense (where there have been no previous arraignments), look carefully over the facts at the moment of commission, and the incidents which led up to the deed. Trace out the home training and the

school training, if possible. Look back of to-day. See what were the conditions at the time of and prior to the delinquent's birth. Pre-natal influence has cursed many lives. Search out the habits of the parents in early life, without, of course, attracting public attention or the hue and cry which follow the hounds upon a scent. Go back even one or two generations if possible, and note carefully the legacies of heredity or the molded impressions of environment. Many of your cases must remain unsolved mysteries. Many of them have never wavered from the line before, will never waver again. With others, the proneness to repetition will be irresistible. Older and wiser heads than we have failed to solve these perplexing problems. Good advice, good example, caution against the pitfalls, a watchfulness that never abates, yet which never tyrannizes or oppresses,— these are the weapons which you can best use to overcome the faults of those charged with an offense of this character. Remember that they are but human, their acts and deeds will be shaped much as those of other humans, and you can best exercise a humanizing and reforming influence upon them by, at all times in your dealings with them, continuing to be human.

President Folks: Certainly a most suggestive paper by a man who shows that whatever other qualities he has, he missed a great chance to be a great psychologist. Or perhaps he realized that chance without having affixed unto himself that title.

It recalled to my mind that line, "To understand all is to forgive all." Possibly a dangerous doctrine, a doctrine which we, as individuals, probably apply and can apply perhaps more safely than the community as a whole. Sometimes it is the difficult position of a probation officer to understand all and to wish to forgive all, but the community doesn't understand all and doesn't forgive all. The probation officer has to take his part as the representative of the community, and may be able to forgive less as an official of the community than he would were he acting in his individual capacity. Undoubtedly a probation officer understands more and better than the community which he serves and which he represents, but he must always lead that community to a better and fuller understanding of its weaker members.

Now, the discussion of this subject, for it is substantially the

same subject — "Probation in cases of young men convicted of larceny, burglary, and other crimes against property" — will be opened by the county probation officer of this county, Mr. Abram Zoller.

Mr. Abram Zoller, County Probation Officer, Syracuse: The importance of a wide discussion of this topic I think is at once apparent when we stop to realize that the great number of cases placed on probation, especially in the Supreme and County Courts, are cases in which the crime is committed against property; are cases in which the real criminal intent was to steal. These cases include burglary, assault, robbery, forgery, and in some cases, arson. I think the seriousness of this situation is apparent also when we further realize that this criminal intent, this desire, to steal, can and does exist in the mind of the coward as well as in the mind of the clever professional thief; can exist in the mind of the weak, ignorant man, as well as in the scheming, criminal man; in the mind of the poor, struggling youth, as well as in the fairly well-off man; and also, unfortunately, does exist in the mind of the intoxicated man as well as in the sober man. And in our dealing with these young men accused of stealing we have also to take into consideration outside interests peculiar to the particular crime; organized systems which exist. I must confess that in this city, and of course more or less in other cities, young men will take certain produce being brought into town and sell it to their very neighbors who know that the stuff is stolen.

One of the chief causes for crime, to my mind, is drunkenness. As a probation officer, I have insisted that any man convicted of larceny should refrain from the use of liquor. It seems a very common occurrence in your investigation to find that a great many larcenies have been committed by young men when intoxicated, when they didn't know even where they were. Investigations have shown that they were intoxicated when arrested. I had a young man who became associated with a professional criminal, and he met him in a saloon and was influenced to go with him and stand outside a house while the other man went inside. It was a burglary at night. The young man would never have thought of doing this thing if it hadn't been for the professional. He remained on probation for nearly nine months, working stead-

ily and was a capable young fellow. All at once he began to drink again and was found in the same crime again. We should all insist upon absolute temperance.

Another thing which a probation officer should take into consideration in handling these men, is their meeting and staying in gangs. Stealing seems to be so easy when no one is looking. It doesn't take a bold man to steal. Young fellows when collected in gangs will commit burglary in some open store or a car which is unwatched at the time, so I should suggest that we point out the dangers of letting the boys meet and spend their evenings in gangs.

I think another notion we should work out is the extravagance of a great many young men. I had placed on probation about six or eight months ago a young man who had been earning a salary of some two thousand dollars, working for a large concern. He was an exceptionally capable young man, but he became extravagant and his salary did not meet his requirements. I insisted that he give up his quarters where he was living and take smaller rooms. He could just as well get along on a smaller scale, and he has been benefited by that.

But the most important suggestion which I would make in order to keep young men from stealing property, is the theory that when a man is at work he is usually out of trouble, out of temptation. I always insist that whatever work is at hand, he should do; because it has been my experience that when they have gone to work they begin to recognize property rights; they begin to know what belongs to them; they begin to know what they earn belongs to them, and what they haven't the right to have is something they have not earned. I have been sometimes criticized for making these young men work at something which will not pay them the most that they might earn. My own notion, based upon my own experience, is that young men at work will not only earn their own money and stay away from temptation, but will also avoid these other dangers; namely, drunkenness, hanging around in gangs, and extravagance. If you can get a young man to work and save his wages, he begins to learn that what he has earned is his, and what he hasn't earned is not his.

Alfred J. Masters, County Probation Officer, Rochester: It is not my purpose to discuss the failures of the probation system, as was suggested to me by an eminent judge, but rather to show wherein it has succeeded, especially in relation to crimes against property.

Crimes against property may properly be grouped under three main heads: larceny, burglary and forgery. It is unnecessary to give fuller explanation of the offenses so well known. One small change, however, has recently been made in regard to petit larceny to which I desire to call attention.

The threshold between grand and petit larceny was stamped by the law as $25. This has just been raised by statute to $50. This means that for a youth between 16 and 30 years of age there is no place of detention between the penitentiary and State prison. The police court has no power to commit to reformatories. The purpose of the new statute was to improve the present administration of justice, but it seems probable that in its practicable application it will tend to defeat the purpose for which it was made. Such laws should be submitted to the probation officers of the State for suggestions before they are put in active operation.

When people lead honest, upright and honorable lives we never consider the motives that influence them; but let a person turn aside from the beaten track of morality by ever so little and the question at once presents itself, Why? What was the cause which started the downward trend, and led the person in what we naturally consider an abnormal direction? It has always been my effort, therefore, to try and elicit, if possible, the motive that led to the commission of crime. Fully fifty per cent. of the cases which have been placed on probation to me lay their downfall to the drink habit. Another potent cause is evil associations. The problem is how to meet these conditions.

No two cases of probation admit of the same treatment. It is impossible to lay down any rule for each individual case. Where a flagrant wrong is committed, restitution is always insisted upon. If the person is addicted to the drink habit it must be broken off,—not by degrees, but absolutely. "No man can serve two masters." But probably the most potent influence exerted upon these unfortunates is the establishment of a friendly relation, which is almost certain to take root if there is any spark of good left in the indi-

vidual. An earnest and sincere endeavor to help another, seldom goes unacknowledged. It must be admitted that there are cases where the strong arm must be used, but they are fortunately few, especially with young offenders.

If you will bear with me for a moment, I would like to quote some statistics, bearing upon the probation system, which I have collected for this purpose. Out of 240 probation cases involving crimes against property where the offenders were convicted in the Monroe County Court during the past 10 years, 154 were convicted of larceny. Of this number 104, or about 67 per cent. were released with improvement; 42, or about 25 per cent. were re-arrested; 8 took French leave and were lost before their time expired. Of this same total, 72 were convicted of burglary and 49 of these, or about 68 per cent., were released with improvement; 17, or about 34 per cent., were re-arrested, and 6 left before their time expired. Of the same 240 cases, 23 were convicted for forgery, and 19, or about 82 per cent. were released and are doing well; while only 3, or about 13 per cent. were re-arrested; one was lost. This shows a larger percentage of improvement in the forgery cases which can safely be attributed to the class of men who commonly commit this offense. The percentage of improvement in all three crimes is very large. If but 5 per cent. of these many unfortunates were saved by the probation system it would be sufficient recommendation for it, but here is a constant percentage of over half and nearly three-fourths. These persons are saved to the community and checked in a career of crime.

That the application of the parole system is eminently practical is evidenced by a case of forgery which I had recently. The young offender was paroled to me for some time and finally discharged. He is now employed in one of the largest concerns of Rochester where upwards of $5,000 passes through his hands each month. The fact that this young man is trusted by the firm is not surprising. The business men, in general, are only too glad to co-operate with the parole system by giving a man another chance to "make good." Numerous other cases might be cited where men have been committed to State prison on more serious charges and have been redeemed by the parole system.

In fact, there seems to be no limit to the good effected by our

present system. That it will receive the stamp of approval from the world in general is an absolute certainty. The spirit underlying the probation system is one of the most fundamental that stirs the human breast. In closing I desire to quote some lines which seem particularly appropriate to this subject:

"The quality of mercy is not strained;
It droppeth as the gentle dew from Heaven
Upon the place beneath. It is twice blessed —
It blesseth him that gives and him that takes —
'Tis mightiest in the mightiest. It becomes
The throned monarch better than his crown;
His scepter shows the force of temporal power
Wherein doth lie the fear and dread of kings.
But mercy is above this sceptered sway;
It is enthroned in the heart of kings;
It is an attribute of God himself,
And earthly power doth then show likest God's
When mercy tempers justice."

President Folks: I think those statistics which cover a considerable period of time and are prepared by a very thoughtful man, are perhaps the most reliable and suggestive that we have ever had as to the final outcome of probation. When Mr. Masters tells us 50 per cent. or more have remained good in their conduct, that is certainly an exceedingly encouraging record, and it commands my confidence and my respect to an extent that it wouldn't do if he claimed that 85 or 90 or 95 per cent. had refrained from doing wrong. It indicates that he knows what he is talking about.

Mr. William E. Wiley, Buffalo: Of 1,512 persons placed on probation in the City Court of Buffalo, for the first ten and one-half months of this year, 289 were charged with petit larceny. Of these cases, 156 carried fines or restitution amounting to $4,896.97. In less than three years' existence of our court we have collected over $9,000 in fines and $8,250 in restitution. We are now collecting $1,000 a month in fines.

We must enforce the condition of probation relative to the probationer paying from his own earnings. The fact that the probationer must pay his dollar, or other stated sum, each week will in most cases leave a lasting impression, and he will not be likely to repeat the offense. The fact that restitution is required tends to inculcate respect for the property of others. All men

hate the name of thief. Many a complainant has commended the making of restitution which indemnifies them from loss.

It is very important to ascertain the cause for the stealing. Poverty, environment, bad companions, temptation, ignorance, intoxication, are some of the causes. The same applies to women, if we substitute "love of fine clothes" instead of "intoxication." In pre-historic times, before laws were tabulated, it was one of the strong unwritten laws, that every man's property was his own, and must not be taken from him. This holds good to-day. We have the natural thief,— the man who makes theft his livelihood, and we have the man who steals because the temptation confronts him and he is too weak to resist; we have the man who steals from desperation — perhaps he is hungry.

One of the problems coming under this topic, is car burglary. Take a large city with its railroad yards, holding cars loaded with hundreds of thousands of dollars worth of valuable merchandise. All this wealth is protected how? By a few special policemen, who have to patrol miles of territory, and their movements are well known to covetous watchers. Are the cars securely locked? Is it difficult to gain an entrance? They are locked with a thin wire and a small lead seal and this wire is easily broken even by the youngest criminal. Can the ill-gotten goods be disposed of? Yes, easily disposed of through convenient "fences," who buy the plunder for much less than its real value. Do you wonder we have so many thieves?

Mr. Mallon, Brooklyn: Last year the matter of collecting fines was spoken of in the convention. Can you tell us a little more about those fines? What are the offenses for which the men are placed on probation and ordered to pay a fine? Is the length of probation contingent upon the payment of the fine? Does the probation cease upon final payment?

Mr. Wiley: The fines cover all offenses. Our city court is divided into three parts; one deals with misdemeanors; another, with domestic relations, and another part with vagrants, disorderlies and drunks. These fines cover intoxication, disorderly conduct, assault third-degree, petit larceny and other criminal offenses; sometimes it is simply a fine of $10, $25 or $50, and the judge directs whether it shall be paid in instalments of 50 cents

or $1 a week, depending upon the wages of the probationer and other circumstances, such as whether he has a large family to support. According to law, when the judgment is satisfied, the probation ceases, but sometimes the judge will say at the time of conviction, "You are placed on probation for a term of six months (or a year) and fined $100 (or $50)," and in that case if the fine is paid, the probation runs on until the term is out.

Mr. Mallon: It wouldn't seem to me to be exactly probation work. It should be done by the clerk of the court.

Vice-President Frank E. Wade: That is a very vital proposition; otherwise, the man would go to prison through inability to pay at the time of the sentence.

Mr. Wiley: This man has to report week after week. If he were allowed to be released on probation without making a fine or restitution in some cases, it would be too easy for him. He deserves some punishment other than being allowed to go on probation, and at the same time the probation officers try to influence his life. The fact that we have been able to save these men from going to prison where they would lose their self-respect and their families would lose the benefit of their earnings, means a great deal.

President Folks: The probation officer in collecting the fine is not merely a collector, but he is using that opportunity as an additional means of discipline to develop the man. The two things together may often have a very much better effect than either one taken alone.

Mr. Mallon: At first it wasn't clear to my mind.

Mr. Wilbur Van Duyn, Volunteer Probation Officer, Syracuse: Some time ago I was requested by Mr. Shea, the chief probation officer in Syracuse, to assist him in finding employment for the men placed on probation with him. I conceived the idea of getting in touch with a number of men of different classes who have different kinds of employment, so I drew up a letter which I thought would appeal to the various employers, asking their co-operation with the work of probation officers in Syracuse. I enclosed a postal card addressed to me and a blank to be filled as to the kind of labor that they thought a man on probation would

be available for, and also the person to whom application should be made for employment. We received a number of responses. I think in the large cities where you have occasion to find employment for a considerable number of men on probation that such letters, properly drawn up, will be of the greatest help. I never yet failed to find an employer for a man who was on probation.

Mr. David W. Morris, County Probation Officer, Utica: I have a few hopeful cases and almost all of them are financial cases. I have fellows that learned to save money when paying a fine. We started a saving account as soon as they got the fine paid. One or two, as a result of that savings account, established a home and got married, and I think a good deal of the financial feature of instalment restitution and fines.

Mr. Zoller: In the County and Supreme Courts, of course, we have really no chance for fines, but we have inaugurated here in Onondaga county, through the new law, a system of putting out on so-called probation disorderly men who come down from the penitentiary to the court for their investigation at the opening of each term of the county court. In that manner, although we haven't been able to show a wonderful financial return, we have been able to show a double saving to the county in having these men work and pay over to the city for their children or pay directly to their family, instead of, as theretofore, receiving $2 or $4 from the city. I find from our records that in the past six months $296 has been secured from these men who had previously been costing the county and city three or four times that amount, and had been getting support from the city and county officials. I don't know whether these disorderly persons are being placed on probation throughout the entire State. It has been worked out here in many cases in which the poor department has told me the fellow would never make good, and I have been able to secure him work and keep him at work and save absolutely any further expense to the community.

Vice-President Frank E. Wade: The Buffalo City Court, as I understand it, is collecting through the probation officers something like $5,000 a month. The point was raised by Mr. Mallon that in collecting the money we may lose sight of the moral phase and the good influence that the probation officer has on the home, but

I don't think that is done. I think that the probation officers in the fine cases exercise the same care as in their other cases on probation. That is also true in the domestic relations courts. The payment of the weekly sum that the court directs is the least important part of the work. The most important part is where the probation officer tries to bring the man back to normal, to restore him again to the orderly and domestic relations that he should have at home; and for that reason, the money is paid by the man to the wife at home as soon as it is advisable to let him do so. It is done in order to restore the family relation.

This has been a very able paper by Judge O'Connor on "Why Men Steal." In my observation about the prisons, I see a large number of men of the confirmed type, the recurrent criminal class. The breaking out suddenly once in a lifetime of a man who steals or commits some other crime is not a very serious problem; but this other class is dangerous to society. Then there is the mental side, the psychological side, where the children of deserted wives or widowed mothers haven't had discipline, and those two conditions,— one the physical, and the other psychological — have influenced those boys that began along in childhood to take things, and there has developed the habit of the criminal mind. Now, there, I think, is the fundamental cause of why a very large class of men steal. They have been influenced in early years through lack of physical control, through lack of parental control or home relations; they have gotten into the habit and the habit has clutched them and they are not to be freed from it until through educational processes, through probation processes, their minds are brought into the habit of honesty.

Mr. William E. McLennan, Volunteer Probation Officer, Buffalo: I happen to live in a neighborhood where I can see how people learn to steal. There is one thing that needs particular emphasis. Whatever causes a young man or boy to be a loafer is the cause of his becoming a thief. I have seen boys growing up right around us who are going to be thieves for the reason that they are not taught anything useful. They have been allowed to loaf on the street and about the public playgrounds, and, having to earn a living, they turn to that which seems to offer the means of a livelihood with a certain amount of excitement.

Two young men broke into our house the other night, and they went through our desks. I know them and the police know them; but we haven't the evidence to prove that they are the persons involved. Those two young men have grown up in that neighborhood without having the stimulus to earn an honest living. They don't want to work at common things and they have had no skilled training to fit them for anything but common labor. The police are not permitted to arrest them for vagrancy for the reason that their parents would go into court and swear that they are living at home. What is needed, it seems to me, is a new law which will permit the police to take such young fellows off the street and bring them before the court where they can be put on probation and compelled to go to work.

The other thing is what the public schools should stand for; that is, putting into the hands of these young men the opportunity to learn a trade under such conditions that it will be interesting to them and will prepare them to become skilled workmen in some kind of useful enterprise.

I believe these are two of the fundamental needs of our times: a revision of our law which will permit the police to take these fellows off the street, and second that they shall be given the opportunity to become skilled with their hands at something that will be interesting and useful.

Commissioner Wade: I would like to ask Mr. McLennan if this condition couldn't be met by putting the responsibility upon the parents, *i. e.,* by prosecuting the parents.

Mr. McLennan: I believe that is feasible where the parents are good, but the trouble is the parents are no good. I know the parents of these two young men, one of them intimately. She is an excellent woman, but she has no strength of will. She will not make the boy go to work, and no possible punishment would compel her to assert her position as a mother and compel that boy to go to work. In the other case, there is no father, and the mother keeps an open house for loafers to come in almost any time and find a so-called home. I don't believe that you could possibly put energy enough in these two women to compel their sons to go to work.

Dr. David M. Totman, Health Officer, Syracuse: I have in mind that it is possible that something might be done to remove the

temptation from this class of young boys that you are speaking of. To the north of this city are the tracks of the New York Central railroad, where they leave their freight cars loaded with valuable material. An immense number of boys are being constantly arrested for breaking into those cars and stealing everything they can get. Recently they got a great number of tennis rackets — stole them from the cars and then sold them for little or nothing, and then when they couldn't sell the rest they burned them up. At another time they opened a car full of live hogs and drove them out of the car to supply the neighborhood with a year's supply of pork. I think the central thought is that there are others back of them. I know of some men that have become rich by buying that kind of material from those boys, and the thought that comes to my mind is that such men should be looked after.

Mr. Wiley: The last speaker is following the same trend of thought that I was, about these cars being so easily opened by breaking this seal and wire. I suppose it has been advocated from time to time that if they would have been more securely locked, they wouldn't be opened so easily and it would prevent a good many of these robberies.

Mr. Frank W. Smith, Chief Clerk, Court of Special Sessions, New York City: Just a thought strikes me. I happen to be a New York boy. I think one of the subjects that ought to receive serious consideration from us is the fact that there are too many arrests. In New York in October there were one thousand arrests of children, and I am satisfied that there were 700 too many arrests. There is such a thing as over-arrest, and there are lots of us that grew up in cities who committed lots of things in our day that they are arrested for to-day. Throwing a ball and jumping on cars are not things that children ought to be arrested for and go on record. That is a very very serious matter.

A warning of some kind by the police can strike terror enough to some fellows. The police can give them a slap or two. I think that would be sufficient. This dragging of children to the court is serious. I think, if I am not incorrect, there were 173 of these arrests caused by the street railways in New York — boys jumping

on the cars. It is very fine for the Metropolitan Railway system to prevent suits for damages because of a broken leg, but to cause the arrest of 173 boys is a matter we ought to try to prevent. Those of us interested in children ought to take it upon ourselves to bring about a condition so that there will be fewer arrests. Then, our probation officers would have an opportunity to devote their time to cases that require their attention.

Mr. Fagan, Head Probation Officer, Children's Court, New York City: I think in the Manhattan Court last year there were about nine thousand children arraigned. Recently there have been arrests for such offenses as shouting "Hurrah" in the school yard, and for jumping in the fountain in front of the City Hall park. It may be all right to say that the boy is merely charged with juvenile delinquency. The police don't know such a statute. They turn in their records charging the boy with burglary or petit larceny, and in after years, when his previous record is looked up, I am afraid that the investigator will not know his charge was simply juvenile delinquency.

Furthermore if probation officers in adult courts would cooperate more with probation officers in the Children's Court, better results would be had. It is strange to see how few inquiries we get from probation officers in adult courts, outside of the Court of Special Sessions. Now in the case of a boy over 16 years old, before being placed on probation, it might be well for the probation officers of those courts to look into the record. It would save a lot of time if those engaged in adult work would begin at the beginning and get the records we have.

President Folks: Recently, in this exceedingly large Children's Court in Manhattan under Mr. Smith, there has been installed a system of records whereby we can immediately turn to the entire record of any particular child so as to supply information which may be called for. As it is nearly time to close, I venture to ask Judge Stephens if he would be willing to sum up this discussion.

Hon. John B. M. Stephens, County Judge of Monroe County: I was not present to hear the paper of Judge O'Connor and the speakers who followed, and in being the "stopper" for this discussion, I can only speak with approval and with not one word of

criticism. It has recently been said that government is 1 per cent. law, and 99 per cent. administration. We have law enough, perhaps too much. It is a question of the administration of the laws with which we should be concerned.

Why men steal. One answer is because it is easy. Children, particularly, become habituated to stealing, because it is so easy for them to do it. The things any of us might want are all in the safes. But with a boy it is different. He can go in the five and ten-cent stores where those things are scattered all around, and it is so easy for him. In Rochester we had the proprietor of the five and ten-cent store in court, and I suggested to him that there was an obligation resting upon him to make it more difficult for boys to steal. If you go into a jewelry store they set out a tray of collar buttons; the proprietor won't take his eye off from you — there were two of them that watched me in Rochester. But you take these children, and it is the easiest thing in the world for them to become thieves. The thing that tempted you and me when we were young was in a jar upon the high shelf on the other side of the counter. We should insist that there is an obligation upon merchants as well as upon the railroads (although I don't think they can lock their cars with padlocks) to make it more difficult for these children to become delinquent.

With reference to the suggestion that one speaker brought up in regard to the older boys, this happened a day or two ago. A mother had two boys who loafed. She came in and timidly asked this question: "Haven't I got to support them until they are twenty-one?" One is twenty and the other is sixteen. I asked her, "Where did you get that notion?" She said, "The boys told me so."

I believe also that too many children are brought into court. I believe there are other agencies which should be drafted into the preventive work. The court cannot do many things which people suppose it can. Probation cannot do everything. There should be other agencies which can do the work better than the court can do it, although that stigma is becoming minimized.

And then we want to emphasize the idea of the re-establishment of the home court; emphasize to the parents their obligation to the children. A boy won't go to school; they cannot have a

probation officer chase him. The idea must be emphasized that it is the parental duty to perform many things that the courts are now apparently anxious to undertake. Re-establish in homes of the city and country the home court where the evidence is taken and the penalty is meted out.

I wish I could say something with emphasis in regard to the value of probation, but it doesn't need to be said here. I think in this company you all appreciate it and understand how much can be done.

President Folks: Sometimes we forget that one of the most elementary and universal of difficulties among men is the sporting instinct. That is more common to men than almost any other instinct we can think of. Everybody must recognize if there is going to be sport, there must be rules of the game, and the man who tries to steal, tries to sneak out of the rules of the game. There wouldn't be any society, and the man who steals is ordinarily trying to sneak out from the rules of the game. I presume we can get hold of a good many men on that basis.

WEDNESDAY MORNING SESSION.

JUVENILE PROBATION.

President Folks: The whole subject of probation among children took a great start forward when the Chicago Juvenile Court was established in 1899, and our first speaker this morning was the man who had more than any other one person, I believe, to do with the drafting of the Chicago Juvenile Court bill. He sustained a very close relation to that court for a substantial period of time and is now at the head of the Child Helping Department of the Russell Sage Foundation.

Dr. Hastings H. Hart, Director of the Child Helping Department, Russell Sage Foundation, New York City: The introduction of the chairman reminds me of my little daughter when we moved from St. Paul to Chicago. She was seven years old and had had two or three pretty good days in school, which she did not always have. She was saying her evening prayer, and she said, "Dear Lord, help me to keep up my reputation; at least until we go to Chi-

cago." Mr. Folks has given me credit to which I am not entitled, and gives me an opportunity to say that the Juvenile Court is not the creation of any wise man or wise body of men and women. It is an evolution; it came about in the natural process of events. If the Juvenile Court had not been established in Chicago, it would have been established somewhere else. At the St. Louis World's Fair there were three portraits — in one room — one of "Hon. Ben B. Lindsay, father of the Juvenile court;" another was a portrait of "Hon. Harvey B. Hurd of Chicago, father of the Juvenile Court;" and the other was of "Hon R. S. Tuttle of Chicago, father of the Juvenile Court;" and you have learned this morning that I am still another of the fathers. I did have the honor of serving as secretary of the committee and I made the original draft of that bill; Judge Harvey B. Hurd rewrote that bill, and to him belongs the credit. He infused into that law a spirit which has affected every Juvenile Court law that has ever been drawn since that time.

Prior to the Illinois law, the Canadians claim they had a full-fledged Juvenile Court. Boston had separate trials for children, and laws regulating the trial of children. The New York Children's Court has followed for a number of years a different line from that of the Illinois Juvenile Court law. But now the New York city law has been modified in such a way that it comes a great deal more in line with the Illinois law, although to this day we have to convict a child of delinquency in New York; we haven't yet gotten entirely away from the criminal idea.

The center and the heart of the Juvenile Court idea and of the Juvenile Court is unquestionably the probation officer. That was the idea held by Mr. Hurd when he framed the Illinois bill, and it has always remained the chief and fundamental idea of the Juvenile Court.

The Juvenile Court is still in process of evolution. Until very recently there was very little in the way of standards, especially with reference to the work of probation officers. Now we are getting certain things settled as to what the juvenile probation officer is, and ought to be, and what his work is.

One thing that has been fully established is as to the quality of the probation officer. At first it was thought that any philan-

thropic and well-disposed individual, willing to accept an appointment, was a suitable person. The judge of the Chicago Juvenile Court used to go around speaking at various churches, and would say, "I want more probation officers, and if there are any of you people who are willing to serve as probation officers, I will appoint you." Now we have learned that the office of juvenile court probation officer demands a high order of intelligence, consecration, fidelity and integrity; a keen power of perception, ability to discover facts that don't lie upon the surface, ability to deal with an emergency, because every probation officer finds times when he is compelled to take action which is going to affect the whole future of the child. So we are recognizing to-day that you need not only good but thoroughly competent persons to act as probation officers.

Then, we are establishing something of a standard as to the quantity of work that can be performed by a probation officer.

In Chicago, probation officers at one time had assigned to them as high as 300 cases. Now consider what that means. Take an institution for children. We recognize, for instance, that in an institution for cripples you need at least one employee for every three inmates. When you go into an institution for juvenile delinquents, a reform school, you will find one officer for perhaps every seven to ten inmates. Now consider that the superintendent has those children so that within thirty minutes he can have all of them brought together in one building. The employees of the institution have them under their eye almost continually, yet we feel it is necessary to have an officer for every seven to ten children. In the public schools where we have normal children, we consider we need at least one teacher for every forty children, and better, one for every thirty children, and they are all in one room. If the teacher has any difficulty she can appeal immediately to the superintendent or the principal who comes to her relief; and if she has a child that isn't fit, she can have that child removed, yet when people take children from the juvenile court and try to manage them without the disciplinary influences of the reformatory and have them scattered five to ten miles from a common center, they expect one individual officer to care for 100 of those children. They would make him responsible for at-

tendance on the court, for the visitation and inspection; and in many cases we find that the probation officer is expected to take charge of placing children in homes and to visit them afterwards; to find means of relief for poor families. They assign to him an absolutely impossible task.

Now, the troubles out in Chicago — in my judgment, the chief point where difficulty arose — was the overloading of the probation officers. There was laid upon them the responsibility for placing children in family homes and supervising them, and it was physically impossible for the probation officer to do the amount of daily work assigned to him. We must stand fast for the principle that fifty is the maximum number that ought to be assigned to the probation officer, and I hope to see the day when the number will be less.

In regard to the volunteer. I will not be second to anybody in my admiration for the Big Brother and Big Sister movements. I believe in the work of the volunteer probation officer. I have become convinced that it is absolutely indispensable in your juvenile court, whether large or small. But you must have at least one paid probation officer who shall be absolutely responsible to the court, so the court can require and demand that the work shall be done according to the directions of the court. When you have a chief probation officer and a number of subordinate paid probation officers, volunteers can still be made use of; but the volunteer officer must be selected by the chief probation officer and must be willing to put himself under the direction of the chief probation officer. The chief probation officer must assign the child to the volunteer, basing the assignment upon his knowledge of the child and of the volunteer and of their adaptability one to the other. Then when the volunteer probation officer has begun his work, there must be frequent checking up of it. The volunteer may be called out of town, or the evenings he intended to give to probation may be absorbed by visits from relatives. It is entirely wrong to have volunteer officers unless they work in harmony and with a willingness to submit to the experience and judgment of the chief probation officer, who is primarily responsible for the work. When you have done that, I value very highly the work of the volunteer officer. He can establish

personal relations and accomplish things in various ways; but when you talk about organizing a corps of volunteer probation officers and having no paid probation officer, I think you may as well stop before you begin.

In the fourth place, we have come to have some understanding as to standards in the preliminary work of the probation officer. We had something to say about that yesterday. We now recognize that the work which the probation officer does before the case comes into court, is his most delicate, his most responsible, his most useful work. The first two years the juvenile court was in operation in Chicago, we had a society which had assigned to it four police officers for special duty, and they paraded the fact that that one society brought more children into the juvenile court than all other organizations put together. After a little, they discovered that it wasn't such a desirable thing as they thought, and the judge began to emphasize the idea that juvenile court treatment was the last thing and not the first thing to be done with the child, and at last it came to be recognized that the most important office of the juvenile probation officer is to find ways to avoid bringing the children into court unless necessary.

A boy read an essay on pins, which closed as follows: "Pins have saved thousands of lives." "Why, how is that John?" asked the teacher. "Why, by not swallowing them," said the boy. The juvenile court saves thousands of children by their not being brought into court. The juvenile probation officer can, by friendly consultation, dispose of many cases without having the children come before the court.

In the fifth place, we have come to recognize the limitations of the probation officer. The probation officer cannot do everything. For example, I think it has been demonstrated that it is not right to ask the juvenile court probation officers to be responsible for placing-out work. The juvenile court should be in such harmonious relations with the responsible placing-out agencies of the city or county, that it will not be necessary for the probation officers to do that work. Placing-out should be done by outside agencies. The same in regard to finding employment. There should be independent employment agencies that will work in close touch and harmony with the juvenile court, but the probation officer

ought not to find it necessary to go out searching for places for children; ought not to feel that he is the one that has got to go out and hunt up the employers. That could be done if necessary, by volunteers. So with regard to the families of the poor. We all know poverty is a great cause of children being brought to court. Many probation officers have given of their own funds, even to the point of personal suffering, and have spent a great deal of time in finding people to administer such relief as will rehabilitate the family. The juvenile court should be in such touch with the associated charities and the churches of the community that that work can be done for the juvenile court. That is not, in my judgment, a proper function of the probation officer. They should know of all these agencies, so that by simply stepping to the telephone they will immediately command their resources and co-operation. So with the matter of the environment of the children; the question of housing conditions, the improvement of their recreation, and all that sort of thing. That is not the work that the probation officer ought to be called upon to undertake. There should be independent agencies which shall do these things.

If you overload the probation system, you will immediately create abuses. I don't care how conscientious your probation officer may be, he is going to fail if he attempts too much and he is going to be criticized for responsibilities that never belonged to him. Now this involves the necessity for complete and adequate co-operation from the institutions for children and the charity organizations and the churches. The more I see of this line of work, the more I see the necessity of getting together all of the forces of the community to meet the problems of the probation work of the juvenile court.

In closing, I wanted to say something in regard to that most interesting and illuminating study of juvenile court children, "The Delinquent Child in the Home," recently published by the Russell Sage Foundation. If you haven't read that book, I advise you to get it and read through the first one hundred and fifty pages. I don't see how any probation officer can afford to neglect that book. It is an intelligent effort to discover the underlying causes which bring children into the juvenile court. Miss Breckenridge has taken up the child of the immigrant and has

endeavored to discover the causes connected with immigration, the new environment in which the parents find themselves, the American conditions to which they find it so difficult to adapt themselves. Then she considers the children of the poor; the poverty which keeps the maintenance of the child below the line of decent living, which impels the parents to send the children out to bring in coal. Some of these children come in through the thriftiness of their parents who are trying to buy a home and send their children out to work or to sell papers, and make the child the sufferer. Then, the children from the degraded home. That chapter is a dreadful chapter, and yet it brings out what we know in a general way. It has taken up 584 boys and girls, and it is wonderfully illuminating to see how many children are hopelessly handicapped where the father and mother are drunkards, or the mother is immoral, or the father is a thief and a brute. Out of 157 immoral girls that were studied it was found that forty-seven of them had been the victims of people who should have been their protectors. Then, she takes up the children from the crowded home, and brings out the fact that 47 per cent. of the boys and 34 per cent. of the girls come from families of six children or more, where the older boy has been sacrificed to help maintain the younger brothers. His opportunity has been taken from him. Then, the ignorant child, and there we run into the problem of the feeble-minded. That book, while it is tentative, is at the present time our greatest source of information, of stimulating thought, in helping us to understand the problem with which you are dealing as probation officers.

President Folks: I think it is a good thing for every probation officer to start a little library in his office of the standard things on probation, and that certainly would be one of the first books to procure and to read.

Our next speaker, Mr. Thurston, is one of those over-burdened probation officers of whom Dr. Hart was speaking. He was formerly the chief probation officer of the Chicago court and carried a load of at least four times as great as any ordinary man should be expected to carry. More recently he has spent some weeks in the New York Children's Court for purposes of observation, study and assistance, and at the present time is one of the teachers in the School of Philanthropy in New York city.

POSITIVE VERSUS NEGATIVE METHODS IN CASE TREATMENT OF JUVENILE PROBATIONERS.

Henry W. Thurston, Lecturer in the School of Philanthropy, New York city: Before I give you what I have myself prepared on this subject let me remind you of a page in Hamlet which applies to the problem in hand. In Act 3, scene 2, of Hamlet, you will find the following conversation:

"*Hamlet:* I do not well understand that. Will you play upon this pipe?
Guildenstern: My lord, I cannot.
Hamlet: I pray you.
Guildenstern: Believe me, I cannot.
Hamlet: I do beseech you.
Guildenstern: I know no touch of it, my lord.
Hamlet: 'Tis as easy as lying; govern these ventages with your fingers and thumb, give it breath with your mouth, and it will discourse most eloquent music. Look you, these are the stops.
Guildenstern: But these cannot I command to any utterance of harmony; I have not the skill.
Hamlet: Why, look you now, how unworthy a thing you make of me! You would play upon me; you would seem to know my stops; you would pluck out the heart of my mystery; you would sound me from my lowest note to the top of my compass; and there is much music, excellent voice, in this little organ; yet cannot you make it speak? 'Sblood, do you think I am easier to be played on than a pipe? Call me what instrument you will, though you can fret me, you cannot play upon me."

It is the business of juvenile courts to go the criminal courts one better.

So long as children and adults do things that the majority of people think wrong or harmful — so long will parents, teachers, citizens, police, judges and probation officers arrest and restrain by force, if necessary, those persons who persist in such delinquencies.

The methods of criminal courts have hitherto permitted the police and judges to do little else than to arrest and punish those who do wrong. So far as prevention is concerned, the criminal court procedure depends chiefly upon fear of such arrest and punishment to keep old offenders from repeating their offenses and other persons from committing offenses at all.

On the other hand, the juvenile courts and probation officers are more and more seeking a more excellent way. They, too, must re-

strain persons from committing delinquencies. But if they can do this by keeping boys and girls so busy doing right they have no time or inclination to do wrong — they believe they have gone the criminal courts one better.

In their efforts to discover the reasons why children do wrong, or fail to do right, juvenile court judges have called to their aid doctors, psychologists, and students of social and industrial conditions. From their own observations and the testimony of these specialists, probation officers are finding out some of the chief causes of juvenile delinquency. Also that wherever these causes can be found and removed, boys and girls can often be helped to do right as a habit, so that they no longer need to be kept from doing wrong by fear of arrest and punishment. Some of the chief causes of delinquency are as follows:

I. Physical defects that make it hard for the child to succeed in school, play, work and other activities which ordinary children can do easily. Such defects lead to ill-health, truancy, idleness, bad company, temptation and delinquency.

II. Mental defects which also handicap the child in his efforts to do what normal children are expected to do and leave him a prey to evil influences.

III. Mental perplexities, the precise meaning of which even the child himself is not conscious of.

IV. Mental perplexities and a sense of wrong or injustice of which the child is fully conscious.

V. Lack of opportunities to do what normal children need to do, on account of:

a. poverty;
b. congested neighborhoods;
c. lack of play, etc.

VI. Instruction in crime by others.

The following letter from Chief Probation Officer Fullerton of St. Louis may serve as an introduction to the cases which illustrate each of these groups of causes or conditions of delinquency:

"I should say, off-hand, that the individual Probation Officer is not the agent in himself for bettering a child's condition. The most effective probation work that I have ever come in contact with is the result of tying a probationer up to the constructive forces of the community; for instance, in getting a boy into a club, a girl into a sewing circle, etc. The problem which illustrates positive work is before our House of Detention at present. If you know anything of the situation you will realize that we are badly handicapped. I will say that we are now about successful in passing an ordinance for the erection of a new building. Our building represents the negative side of child handling. A boy is placed in the House on Wednesday and remains in a single room

(save for meals) with nothing to do. I say "nothing to do;" I mean nothing planned. He really does lots of things such as breaking chairs, tearing pillows, writing on the walls, etc. We have recently had formed a corps of women who come to the House of Detention regularly and provide instructive entertainments during several hours a day. During those hours we have had no trouble with the children, and we find that they have looked forward eagerly to the coming of the visitors. The force, therefore, in keeping children quiet, and holding them in the House of Detention is not the iron bars which go up before the windows, but the activity created through some educational method. The same applies to a probationer. If you fill his life full of the constructive things he will neither have time nor opportunity for the destructive."

I will now cite a number of cases taken from different courts. They are given for the most part in the form and language of the probation officers reporting the facts.

I. The first three cases which follow are illustrations of the first or physical condition of delinquency.

Case No. 1.

E. B., boy, aged 12 — arrested on complaint of father as being an ungovernable child. Very evident this boy was not well, looked undernourished. Had him examined by Dr. S., Board of Education, through Inspector of Ungraded Classes. Report received states that Dr. S. after examining this boy recommends him for an ungraded class. The medical examination showed that boy's tonsils need treatment and his eyes need special examination. Also found slightly choreic.

Was on probation from June 15 to October 26, 1912. Prior to this, boy was considered a truant, at P. S. No. —, where he was only in 3 B class.

Had boy examined at the Ophthalmic Hospital, and was operated upon for his tonsils free of charge. Was an inmate of the hospital one week. This was during the school vacation. Prior to the operation sent him to the country for two weeks to get built up.

Had him transferred to P. S. No. —, where he is now in an ungraded class; he likes his school work and attends regularly. The parents state he is a different boy. During the time of the court's supervision the parents have been better informed how to treat this unfortunate boy, and they now give him more nourishing food and look after his welfare better generally. The principal also has taken a very great interest in this boy.

The family live in a very congested section of the city, in three rooms at a rental of $9.

Case No. 2.

A boy of 13 was arraigned in Juvenile Court on complaint of his mother for taking money which he spent in visiting moving picture theatres and pleasure parks. Upon investigation it was found that the boy lived in a very congested quarter of the city and the school which he attended, was, accordingly, unusually crowded, there being forty-eight children in the boy's class-room. The boy was placed on probation at the suggestion of the probation officer. The family being foreigners, a probation officer speaking their language, was given charge of the case. This method helped to gain the confidence of the family. The home conditions were not favorable, the father's wages being inadequate to properly maintain the family which consisted of two other children in addition to the boy on probation. The mother was sickly and irritable. In dealing weekly with the boy as he reported with his school card, we soon realized that he had considerable trouble in school, both in studies and conduct. The apparent nervous condition of the child excited the suspicion of the probation officer who consequently visited the teacher and principal of the school, who agreed with the probation officer that it would be well to have the boy examined. The parents' permission was obtained to take the boy to a specialist.

The physician, upon examining the boy, found that he had adenoids which, no doubt, contributed largely to his nervous condition, aggravated by the lack of recreation, the crowded school rooms, and insufficient nourishment. The probationer after being successfully operated upon, showed a great improvement, but a greater improvement was brought about by following the suggestion of the physician and removing the boy to another school where there were but twenty pupils in a class room. In this school the children had gymnastic exercises three days a week and special attention was given to the boy's physical welfare. While in this school, the boy developed a talent for drawing and after a year and a half of school attendance, a position was secured for him by the probation officer, with a sign painter. This was found neces-

sary, owing to the fact that in the meantime the father had become partially disabled which lessened his ability as a bread-winner. We believed that it was better for the boy to be working in favorable surroundings than to be confined in school. The boy is still working at the same place and making satisfactory progress.

Case No. 3.

J. B., 13 years of age, was arrested on May 16, 1910, charged with larceny and malicious mischief. He had entered a house and taken $5 out of a sideboard drawer while another boy stayed on the outside to watch. J. — had been arrested once before for till tapping but was discharged by the Magistrate with a reprimand. He had been a pupil in a special school.

When he was arrested the second time it was found that he had only spent ten cents for soda water and had concealed the balance of the money in the parlor. He was placed under probation. The probation officer found that about the same time as the above occurred, J. — had been detected taking money from his school teacher's dressing room. The probation officer found that the father was intemperate and quarrelsome and the mother very indulgent.

She decided that something was radically wrong with J.— and took the boy to the psychological clinic for a physical examination. The doctor said he could see many reasons for delinquency, as J.— was a poorly nourished child and consequently tired and nervous. His eyes and teeth were also in bad condition. The probation officer raised funds from contributions of friends by which J.— was sent for six happy weeks to a special school. The course included one hour of school work, daily gymnasium, swimming school, gardening, manual training and a lunch. His eyes and teeth were promptly attended to. All of these made a great improvement in the boy.

Recently a woman lost a pocketbook containing $15. J.— found it and returned it at once. The woman was cashier in a moving picture show and the proprietor awarded J.— with a free pass for the season. J. —told his probation officer that he felt happy when he returned the pocketbook containing the money.

J.— has a beautiful voice and is now a chorister in a Protestant Episcopal church.

He was fourteen years of age in September, 1910, and was put to work at once. Willingly and pleasantly he gives his money towards the support of the family.

II. A case of possible mental defect is this:

Case No. 4.

C. M., age 15.—Arrested, found trying to sell mother's clothes valued at $40 for thirty cents. Third time arrested and third time on probation. The family wanted him sent to a reformatory this time, but after investigating circumstances find boy is rather in need of medical treatment than reformatory influence. He is out of school since June, 1912, and during this time has been at home, assisting in doing janitor work in a big tenement at given address where the family lived for past six years and have house on lease. The boy naturally had a great deal of time on his hands and not being normal was easily influenced by stronger minds, and evil companions. He steals only from his parents, and whenever caught has money in his possession which the mother always gave him.

Is now on probation since October 21st. The lease on house in which they live expired November 4th and family have agreed to move to better neighborhood. Had boy examined by inspector of ungraded classes, board of education, with the idea of having him admitted to a vocational school, so that this boy will be able to learn a trade and at the same time keep his mind occupied. Was examined in my presence October 28th and admitted to public school No. — in a special class for observation before finally admitting him to vocational school. The expert, from her observation, believes boy is suffering with adolescent dementia. If he does not improve in this test at school, she will have him examined by specialist. In the meantime he is under close supervision. The family are fully in accord with this plan. If it is finally found that he is a case for an institution they will give their consent for commitment providing everything possible has been done for him. Boy is very big and overgrown for his age. There are certain periods when he gets these spells, becomes very irritable and excited and usually winds up by stealing or selling something to get money. Neighborhood in which this

family lives is very congested, and the home is small and crowded. Six grown people living in three rooms.

III. The next two cases illustrate the third group of cases where delinquency is bound up with the condition of mental perplexity which is not fully recognized by the child himself.

Case No. 5.

A boy, twelve years, of good family, whose parents were intelligent, kindly and solicitous for his welfare, was brought into a juvenile court as an incorrigible boy. He stole, ran away repeatedly, slept in box-cars for several nights in succession, was a habitual truant and in general seemed "possessed of the devil." After several conferences with the psychological expert the boy told the following story:

About two years before, while on a picnic, he saw some immoral acts which he did not understand and some of the boys who are his companions repeatedly talked of sexual immorality. Though remaining pure in his own physical habits, his mind dwelt upon these questions and instead of becoming immoral himself, his conduct became delinquent and unsatisfactory in the way above described. After his confession of the whole series of mental processes to the doctor he became normal and was not again delinquent.

Case No. 6.

Another similar case was that of a little girl who was such a persistent thief that she was committed to an institution. When she was allowed to go from the institution on a visit to a relative she stole articles from the institution and carried them to the private home, and also when she went back to the institution stole articles from the private home and carried them with her. After many conferences in which she had apparently told all her experiences she finally confessed that she had an unfortunate sexual experience at the hands of an older person in the family. When asked why she had not told this before, she said that she did not think that had anything to do with her stealing, but in this case, as in the one cited above, after the complete story had been told, she became almost entirely normal.

IV. The next two cases may serve as illustrations of the delin-

quents, who become such through a sense of having suffered an injustice. For the first I am indebted to Dr. William Healy of the Chicago Juvenile Psychopathic Institute.

Case No. 7.

"This case, as representative of a class, is of special interest to psychologists and educators as well as to criminologists. The father of this boy sought us when the lad was under arrest in another State. He told us with much concern and candor of many transgressions dating back only a year or so. Up to that time the boy had been doing very well. With the exception that one grandfather had led a very irregular life, we learned of nothing in the family history that seemed to bear on the case. The home was particularly good, and indeed a new homestead had recently been purchased in a more healthful location on account of this very boy. He has been a truant and stayed from home at nights. He has stolen several times and his reaction to punishment is nil. He has within a short time been arrested in two different States after having stolen in Chicago and ran away. 'What in the world can be the matter with my boy?' was the father's cry.

"I found an open-faced typical American youngster — alert, bright-eyed, boyish. We discovered by tests that he was anything but mentally defective, but saw at once that he had a definite antisocial attitude, which seemed most remarkable in a boy from a decent home. When first we talked with him he insisted that we were just throwing away time trying to do anything about his case because he had made up his mind to be a bad man — he did not care what was done with him. 'I'm wise to you, all right,' he said. It took a number of days and several interviews to win this boy over. He became interested in the stop watch which we use in taking reaction times and in the tests. He wanted to be with us and to do them all over again. We found that he had great powers of imagination, that he liked to think about the stories of adventure he had read, and that he would put his head under the pillow at night and see visions of cowboys riding past the house and shooting off guns. Only after a number of interviews, when we always felt that he was hiding something, did he finally reveal the foundation of the criminal career which he had so definitely set out upon. It

seems that about a year ago he had been at a neighbor's house in the absence of other members of his family. There a woman, who is said to have something of a grudge against them, told him that the person he had always supposed to be his mother was really only his stepmother. Of his own reaction to this he told me, 'I was so sore that I got terribly red and hot. The next day she started again to tell me and I wouldn't go there any more.' It seems he thought and thought of this and said nothing to anyone, and the more he thought the more bitter he became. He could understand now why he had been asked to do more work than the younger children and he saw the reasons for all sorts of petty discriminations against him. He said absolutely nothing to anyone, but long since reached the conclusion which he tersely put to me — 'My father's a liar, and she's a liar, too — they're all liars, and I don't want to go home. I can take care of myself and I'll be a bad man if I want to be.'

"When the father came again he was astounded, but corroborated the entire story. The real mother was killed in an accident, the infant boy first being saved by her. After a time the father married again. He thought of the disagreements that are likely to arise when a stepmother is in the household and so he carefully destroyed all evidence of his first wife's existence. His present wife is a good woman and does not discriminate against this boy.

"Here then was a boy physically normal, mentally bright, of a particularly imaginative term of mind, and possessed of a sensitive spirit. His confidence and trust in the world was utterly destroyed when he found his nearest and dearest had been imposing falsehood on him. He was hurt through and through and when the bottom of things was knocked out for him he saw no reasons for not raising his hand against the usages of society. Here was the beginning of a career, here was the cause for the beginning.

"At the base of not a few confirmed criminal careers we have come to learn there are just such definite inward dissatisfaction and irritations of childhood and youth, and while these factors are covered up deeper as the years go by, they lie nevertheless at the roots of many an anti-social adult character. Study of these special features of the mental 'Hintergrund' should and will, I

hope, form a valuable chapter in the development of a better criminology."

Case No. 8.

To give this case in detail we will assume the name of Mary Smith, a girl of the age of 14. Mary's mother called at the probation office to say that she was having considerable trouble with her daughter and wished to have her sent away. Upon investigation we thought the case might be treated in an unofficial manner by visiting the girl and having her report at intervals at the probation office. We were not successful, however, for in less than three months, the mother again called at the office, stating that Mary had stayed out until midnight and when she was taken to task for it, she attempted to assault her mother. Then it was deemed best to accept a complaint in the regular manner and have the girl brought to juvenile court and officially placed on probation.

At this time Mary was working in a shirt waist factory during the day and attending night school. These latter facts showed that the girl had qualities unlike the average girl we deal with. On visiting the teacher of the night school, it was learned that Mary was a regular pupil and her conduct in school was always satisfactory. Practically the same report was obtained from Mary's employer. This gave room for suspicion that something must be wrong within the family and finally from a confession which we obtained from Mary, it was learned that the man who for quite some time had been living at the home as the girl's stepfather, was not married to her mother. This gave Mary, in her view of life, a moral right to find fault with her mother, but up to the present, her child-like respect for her parent, forbade her to reveal the story. It further developed that Mary had a sister who was the mother of two illegitimate children. As soon as the mother discovered that Mary had made known her illicit relations, a marriage ceremony was immediately performed as they evidently feared the result of the probation officer's knowledge of the facts.

For a short time, things went along smoothly when again there was trouble caused by Mary's lack of respect and uncontrollable temper. This time the mother requested that the girl should be sent to an institution, but the probation officer realizing that

further work in her home with Mary seemed futile, yet believing that she was not a fit subject for a reform school, it was decided to devise some other means of helping her. The thought was to get for Mary a home other than her own in which to give her another chance. Being in touch with the work of the Young Women's Christian Association, it was thought that if board and room could be secured for her there, she would be likely to respond to influence offered by such an association. Fortunately an opening was made for her and she was taken at a nominal sum per week. Mary, to our great delight, took immediately to her surroundings and became imitative of those with whom she came in contact. This arrangement was made over a year ago and Mary is still a resident of the Y. W. C. A. Boarding Home and has become very popular there. She visits her home at frequent intervals and seems not to have lost interest in her family, in fact, she seems now to have renewed interest in them. The change wrought in Mary seems to have affected her home, by her visits, to such an extent that the whole family have improved.

V. The six accounts which are next given, while illustrating other conditions, also may well serve as types of cases in group V.

Case No. 9.

Two years ago a boy about fourteen years of age was brought into the juvenile court on the oath of his mother who charged him with being incorrigible. The father had died several years before and the mother had married a second time, but was not living with her husband.

Before the calling of the case, the mother was interviewed by the probation officer who ascertained the grounds upon which this "terrible charge" was preferred. The boy was also interviewed and it appeared that instead of being a "sinner" he was greatly "sinned against." It was clear that he was a neglected, ill-treated minor.

The case was placed under the supervision of the probation officer with directions that he ascertain whether or not the mother was a proper person to have the custody of the boy. An investigation proved that she was not a proper custodian. It established these facts: that she was a hard drinker of intoxicating liquors;

had disreputable women and men of questionable character visiting her home; that she had several times been arrested for disorder, drunkenness and cruelty, and had driven her two daughters from home. This must be said in her favor: she was a steady worker and had recommendations bearing testimony to her honesty in business matters.

The probation officer found a home for the boy and gained the co-operation of the two sisters. The boy attended school regularly until the beginning of the present scholastic year when he went to work in the office of a contractor and builder. In conformity with the advice of the probation officer, he has paid his board regularly, clothed himself and now has a small deposit in a savings bank. For next year we have planned to send him to a business college at night, while during the day he will continue at work.

The mother has been won by the probation officer. At first she was indignant and, when intoxicated, abusive because she did not understand why the court did not commit the boy to a reformatory. But she now sees the folly of such action and is well pleased with the present situation.

She appears perfectly satisfied and calls to see the probation officer about every month for reports concerning the boy. She admits willingly that because of her dissipation and past conduct she is not a proper person to have the custody of the boy.

The boy looks upon the probation officer as his guardian and comes to him for advice when in need of any.

Case No. 10.

An effective probation officer is a force in any community. His advice is sought by his probationers, their parents and friends. A striking instance of the influence and force of interested social workers in a community may be seen in a certain colored section of an eastern city. A few years ago this colored neighborhood was notoriously bad. The Juvenile Court docket was crowded almost daily with disorderly and dishonest colored youths. It had been the custom of the police magistrates in these cases, before the Juvenile Court was established in 1902, to commit these colored children to jail in default of payment of fines, or to a reform institution. The Juvenile Court justice pursued a

different method. He placed these youthful offenders on probation under the care of probation officers. The probation officers enlist the co-operation of the colored teachers in their efforts to effect a reformation in the morals of the neighborhood. These teachers, all of whom were colored, were earnest and energetic in their endeavors to raise the standard of honesty and morality among their people. Their activities did not cease with the closing of the school exercises in the afternoon. In conjunction with the probation officers they hunted up the truants and even gave private instructions in their homes. The effect of the work of these teachers in their co-operation with the Juvenile Court has been indeed marvelous. We now after 9 years of persistent efforts seldom have a case in court from this section of the city.

Case No. 11.

Boy L. was 14 years old, when brought before the Juvenile Court for larceny and drunkenness. Home conditions were very bad. Father drunkard and too weak mentally and physically to support his family. Mother seems to have given up hope of keeping up her home. She drinks as do her older sons. In many ways she is irresponsible. There are two younger children.

L. was found delinquent and put on probation to me. I met his teacher. She was interested in him though he was very unruly in school. She agreed to take the boy to her home three nights a week and give him special lessons. After much pressure he did this, giving up his tough boy and girl companions and even deserting the nickel shows. He grew to like his teacher, and enjoyed going to see her more than his old friendships. This teacher went into the home and straightened things out wonderfully. L. was allowed to live at home.

At 15 we saw it was best to put L. to work to help support his family. His teacher, whom he called "Big Sister," paid for his night schooling. He was put into the Y. M. C. A. and the Boy Scouts. I had him eat lunch every day with his teacher. He enjoys this. She encouraged him in his work and his play. She was with him all her spare time. She bought him suits and overcoats and left him looking well dressed. This made him proud of himself and more ambitious. His teacher took him

away on trips, even offered to take him to see her folks in California. The boy has been weaned in every way from his old associates. His contact with a lady has refined him. He has become used to good clothes and become ambitious enough to work hard. He is becoming a fine young man, and judging from the way the teacher is sticking with him there is no chance of his slipping back. I predict a bright future for him.

Case No. 12.

Another boy, J.— 12 years old, (poor family and home) was known as the worst thief on the railroads in W. D. He turned switches, wrecked cars, opened box-cars and stole the contents, etc., making a thoroughly bad reputation. Also bad truancy record.

He was placed on probation to me sometime ago. I made him my "special officer" in his district. I outlined the duties of an officer and gave him one of my cards to carry to show his authority. Also put a "Big Brother" over him, who has put some good companions around him. Since the time he assumed his "special duties," he has been in school every day and has sent me weekly reports of the wrong doing in his district. I have heard no complaints of stealing.

Case No. 13.

W. M.— boy, aged 15, oldest of six children. Father asthmatic and about to be sent to Denver, through society of which he is a member. Family live in three dark, unsanitary rooms in tenement, in congested section of city. Father unable to work, family have no resources. Arrested for peddling candy and placed on probation March 27 to May 17, 1912, when sentence was suspended.

Was arrested on similar charge two years ago.

Was in graduating class and had splendid record. Has been peddling and supporting himself and family (which enabled him to keep at school) for past three years.

Although he already bought his graduation pin he determined to leave school (May) and go to work. The father in the meantime had gone to Denver and family was left in destitute circumstances.

Secured a position for boy at the M. S. Hospital (had to don long trousers to appear older) for $30 per month with meals, (had the latter in mind in particular as boy looked undernourished) besides the extra tips. This enabled the family to move to H. in a sanitary apartment where they have a bath (before unknown) and well lighted rooms. Keep in touch with boy and his family and although the father has returned from Denver, (not better) this boy continues to be the main support of the home, earning an average of from $35 to $40 per month. He is growing stouter and healthier looking, and as soon as he is able to give up this position (that is, when the father is again able to go to work) will get more suitable employment for him. He possesses fine, manly qualities, rarely found in a boy of his age.

Case No. 14.

M. C.— Boy, aged 11. Arrested on complaint of father as being an ungovernable child. Father lived in a very congested section of L.— in four dark, unsanitary rooms. Boy is oldest of five children, the youngest being an infant. There are three male lodgers. Father, peddler. In United States three and one-half years.

Is under supervision since August twenty-second. At this time he was attending summer school, was very disobedient to the teacher and used profane language. Had been very disobedient at home.

Since under supervision gave boy letter to Eye and Ear Infirmary where he has been receiving medical treatment, also communicated with the Hebrew Charities who are furnishing eye-glasses free of charge as family cannot afford to pay.

Have also induced family to move to larger quarters, in five rooms. Boy attends school regularly, is marked excellent in conduct.

Family have co-operated and are very thankful and appreciative.

VI. For illustrations of the sixth group of delinquents I will simply refer you to your own observations as probation officers, and to the frequent cases of children who are taught by parents to steal coal, firewood, provisions; to lie about their ages to get work certificates, half-fare on railroads, etc., or even to become habitual thieves and pickpockets.

The positive method demands of the probation officer that he really understand the child whom he has in his care. Anybody with physical strength or official position back of him can threaten and bulldoze and arrest, but it takes men and women who are not only strong but wise, sympathetic and patient to lead a wayward boy or girl from the wrong path into the right path.

The positive method demands that we show our probationers a more excellent way and help them to walk therein.

In closing let me illustrate by a parable the possibilities of using positive methods in dealing with children who are under probation. For several years on my way to school in the morning I passed through a vacant lot which grew a coarse grass and in the midst which was a stunted grape vine lying upon the ground, the branches having reached out in all directions, but no one of them more than two or three feet in length. One morning as I passed I saw that some friendly hand had brought an old fence rail and had placed one end of the rail near the root of the grape vine and the other end against the trunk of a tree some distance away. In three years time the grape vine was no longer prone upon the ground, but its tendrils had seized hold of the friendly rail and the vine had grown into the tree and along its branches and was bearing fruit. By the help of the rail it had been enabled to climb and at the same time to extend its roots deeper into the soil and thus, by a co-operation of its own nature with the rail and the tree as an external support, grew and realized its true grape nature. Without the external help it would have remained dwarfed and unfruitful forever. Is this not also true of the lives of many of the boys and girls in our care? Are they not reaching out in every direction and need only the help of the friendly hand outside of themselves upon which they may seize with the tendrils of their human spirit to lift themselves to the full stature of the womanhood and manhood for which they were intended?

President Folks: I am sorry that by reason of an unforeseen committee meeting I have to deprive myself of the pleasure of listening to the further discussion. I am going to ask Mr. Patrick Mallon of Brooklyn, one of the oldest and most widely experienced probation officers, to preside over the conference. I want to reserve for myself the privilege, however, of introducing the man who is to open the discussion. I am glad to present to you a sample of

the product of the competitive examination for probation officers, held comparatively recently in New York, in the person of Mr. Bernard J. Fagan, the acting head probation officer of the Children's Court of New York county.

Mr. Bernard J. Fagan, Head Probation Officer, Children's Court, New York city: For two days I have listened to the discussion of the delinquent child; perhaps a discussion on the probation officer might be well. They, like the child, are human.

In the Children's Court of New York in the nine months I have been there in charge of the work, about 9,000 children have been brought to that court. Of those we have received on probation about 2,000. Those two thousand cases have passed through my hands for assignments to a probation officer of the same religious faith as that of the child. Now, I have heard a great deal about the ball-player and the mischievous boy; those have not been placed on probation. The judges and the State Probation Commission can bear me out in this; our reports show offenses more serious and more grave than stone throwing or playing ball on the city streets.

Now as to the probation officer. I believe in district work. If you have a district plan and assign probation officers to that district, they can do better work. They cannot do that work in 100 cases, and some of us have had 100 cases. A probation officer to begin constructive work must first know the needs of the accused and the co-operative agencies at hand. Without them, you cannot succeed. I believe in what Mr. Hart says, that probation officers should be carefully selected. After they have been selected, I have found our force have developed specialties. Some have developed excellent results in family cases; some are experts on truancy; some on more serious offenses. The men have developed certain specialties. Some are wonders in finding employment, and therefore when I have a force such as we have there of twelve (and I expect about twenty-five the first of the year), you can see we can do that work. And how necessary it is to do that work! The probation officer in a district must know the schools and churches and the attendance officer. Those two cannot get along without each other; the attendance officer and the probation officer must get along with each other. The probation officer must work in connection with the organized charities

of the same faith if he can. If not, he must go to those who can give it to him or are helping the families.

I have heard here a great deal about the mentality of the child. There are two ways that this problem can be approached; through the Binet test which we use through Dr. Schlapp of New York, or through the Department of Education and its ungraded classes. If a child is at all, we will say, peculiar, the teacher has recognized that years before the child is brought to court. Now, let me illustrate the system of the Department of Education. The teacher noticing something peculiar in the child, doesn't understand what it is. She fills out a blank and that blank is sent to the Department of Education headquarters and given to Miss Farrell, the inspector of ungraded classes. Then, Miss Farrell sends their own doctor (and they are going to increase their force the first of the year) to the school, or, in some cases, has the child come to the headquarters, and the child is examined. The record is filed with Miss Farrell's office. Every six months that child is re-examined. The child, if necessary, is assigned to an ungraded class. They may be in that ungraded class for four years when the offense of the child may bring him to the children's court.

We have an excellent system of cards, record slips, and also we have a chronological book, and we have the daily records of the probation officers in each case. We have field blanks that the probation officers carry, and which are filed with that case. Our stenographers typewrite the observations of the probation officer.

When we make our investigation of the home conditions of the child, we simply go to the Department of Education and in ten minutes can get a four or five years' record of the peculiarities noted by the teachers who have seen the child four or five hours a day. That is at our disposal, and we transmit the facts to the judge and then he has a clear understanding of that boy for three or four years back.

You must know boys and boy life; you must know the gang. You cannot break up gangs in New York; you must know what your gangs are doing. When your boy asks you, "Is pitching buttons wrong," you must know what that means. You have got to get down to the level of the boy you work with. You must know when you are handling girls, the good dance halls as well

as the bad dance halls. You cannot stop those girls from dancing, nor can you stop them from going to the moving picture shows; but you can recommend that there are certain good clean pictures in one house. Those girls copy their hats and styles from the matrons in Newport. Is it not right, then, to copy a dance from a Newport lady? Therefore, you should, if you can, know what the "Turkey trot" is, or the "Texas tommy" or the "Grizzly bear" or the "Bunny hug."

Now as to change of environment. A girl in the lower East Side moved to the Bronx on W ——— avenue. A month later another girl was brought to the court of different religious faith. The probation officer moves that family to the Bronx, and by coincidence to W——— avenue. There is a neighborhood that never had a class of that kind. Later the two probation officers met, and found that each one of them had placed a girl in that particular block and the two were together. To remedy that, we have started in our court to keep a book of change of addresses of those girls. Before the probation officer is to change the environment of a girl, we look in this address book and see if any of the other probationers are in that immediate neighborhood.

We cut out clippings regarding arrests of children, and when the case is assigned to a probation officer, the newspaper clipping is assigned at the same time. It is wonderful, the insight that reporters have in reporting a story. We have a clipping book there in which we place articles regarding child welfare, neighborhood clubs, libraries, recreation grounds. The boy who plays ball on the streets is guilty of a misdemeanor, and if he goes into the lot, he is guilty of trespassing. He is something like between the devil and the deep sea.

Look around in your district and see if there is a lot available; find out who owns the lot. Most of the pieces of lands are owned by big societies, and they are perfectly willing to let us use that for recreation purposes.

The more I see of the constructive work of our force, the more I marvel at the man who wrote what our duties should be; but in no part of that do I find the constructive work that we do, the operations that we have to have performed, the recommending of the dental clinic and eye-glasses, and the giving of financial assistance.

And to my mind comes also the talk on publicity which we heard yesterday. How few know of the work of the probation officer! If we could get this into the public press, it would aid us in our work. During the recent agitation for increases in the force of probation officers and in salaries of probation officers in New York, I found that the taxpayers knew little about probation. A campaign of education is needed along those lines. People are quick to pick out from a newspaper the items that may be of a sensational kind. Alfred Henry Lewis' article in The Sun entitled, "The Confessions of a Detective Sergeant," mentioned grafters, and in that was mentioned a probation officer; they are among the people that are liable to become grafters. Six different people who knew of our work sent me six different copies of the Evening Sun with those four lines marked, and if they can see four lines of bad news, how fine it would be to get some of our stuff "across" and have it printed.

Mr. P. F. Lange of Rome: I would give every paid probation officer in the whole America for the big brothers. It seems to me that that movement which has been started is the greatest thing that has been conceived in connection with children's work. The thing I wanted to protest against was that idea that it is the duty for me to take from the probation officer any advice as to how I should treat my different brothers. I have three little brothers in New York that I took very much pains with when in New York, and I certainly wouldn't have any interference from anybody in what I thought was best for those boys.

Mr. Joseph J. Kingsbury, Chief Probation Officer, Children's Court, of Buffalo: From whom would you gather your information as to the environment of that boy? Would you make that personal work?

Mr. Lange: There wasn't a single week when I wasn't a guest in the home of every one of them. I wouldn't take a boy until after I investigated and found that there was something that appealed to me personally.

The next thing I would say is about those two cases of Dr. Healy's that Professor Thurston spoke of. Dr. Healy and I discussed those cases two and a half years ago, and I must say that it was very gratifying that in those two and a half years

Dr. Healy hasn't found any new cases of that kind. In Europe we don't think very much of Freud. Take these cases cited. The boy's father in the one case was one of the most prominent men in Chicago. Now, it was found out that that boy had heard his bigger companions speak about sexual matters and he had kept himself out of bad habits; Healy came to him, he confessed it, and then the whole thing was straightened out. The little girl did something like that. I just want to say, be very, very careful. That Freud business is one of the most confusing things there ever was, and it is one of the most disgusting things. He cannot explain anything that happens without finding a sexual reason. In the case of this little girl, it is because of a sexual desire. When a boy 4 or 5 years old has night terrors, the boy calling for his mother to quiet him, it is because he has a sexual desire. We should take pains that we don't get probation officers stocked up on that sort of thing.

Mr. Thurston: In fairness to Dr. Healy, I shouldn't let the statement go that he didn't find a good many more cases than these two. I didn't bring these cases up to endorse Freud. I was trying by means of these cases to show the necessity of getting at the case, and I told how Dr. Healy and others explain the matter.

Miss Gertrude Grasse, Brooklyn: As a result of six years' experience with volunteer workers in the Brooklyn Children's Court, I think we have one of the most comprehensive organizations of big brothers and big sisters. I feel very strongly that the first responsibility rests on the probation officer, and on the big brother afterward. I think that the big brothers and big sisters are very valuable additions to the court, and when the child has been on probation a while and the probation officer feels that there is some one who can do more personal service, more individual service, it is very well to turn that child over to a big brother or big sister. But I think the responsibility over the child should rest with the court.

The big brothers do need teaching. It is taken for granted that the probation officers have had training to fit them for their job. Now, you have to teach the volunteer workers. It is one of the most important things to teach them. The matter of

reporting and of keeping track of the volunteer workers is an important one. We have paid workers who do the investigating part of the work. We lay out a plan for this girl or for this boy, and then when we know fairly well what must be done in the home, we turn the child over to the big brother or big sister. We keep track of the big brothers and if the report does not come in at the time when it should, we immediately send after the child and find out what he is doing, and later we go to the big brother or big sister. Many times a big sister will ask, "How shall I get into the home? What shall I do?" I say I will speak to Miss Larned about it and perhaps she will introduce her as a friend, and that is the beginning. I think it is most important that we should have paid probation officers and enough of them to be able to do individual work.

One thing of great interest to me was the mental perplexities. I would like to speak of that in connection with girls. You can never be successful as a probation officer with a girl unless you are able to get at what is underneath. There is always something underneath a girl's mind and unless you can get at it — by study or sometimes intuitively — you are never going to be successful with girls.

Miss Anne V. Roome, Probation Officer, Board of Magistrates, of Brooklyn: I find that it is never wise to get on the same level with my probationers. I am a friend of my girls and always have been, but I always keep one step above them. I don't think it is wise to fall into their parlance and know their street talk.

Mr. Helbing, Chief Parole Officer, House of Refuge, of New York City: In regard to parole from institutions I wonder whether Dr. Hart realizes how many parole officers there are in this State.

Mr. Mallon: You mean for the State institutions?

Mr. Helbing: For the reformatories and prisons. I have figured up and I think there are about twenty parole officers.

Mr. Lewis H. Mott, Parole Officer, State Industrial School for Boys, Industry: I have a district of eighteen counties to cover and I think the number of boys on parole on my list amounts to about 300. I don't need to tell you what it means to get over that terri-

tory in the time we have. We have only three parole officers to cover the State.

Mr. Mallon: It might be well when these boys are paroled to refer them back to the probation officer of the district from which they came.

Mr. Helbing: I disagree with that suggestion. When a boy is paroled from an institution, that institution has a stronger hold on him through its own officers than through a probation officer. We cover the entire State and have something like one thousand boys on parole under seven parole officers. The question has come up whether the probation officer who originally had the boy should take him back when he comes back from the institution. I disagree for many reasons. Take into consideration that 85 per cent of the boys on parole have been on probation with probation officers and have never been a success. Between 50 and 60 per cent. are successful on parole.

Mr. David W. Morris, Utica: The unbusinesslike feature of this parole work is that Industry covers the entire State. It costs my friend Mott $100 a month to travel. If this work were done locally it would cut out that expense and any duplication of work.

Mr. Mott: I want to say with reference to my expenses, that is the maximum. I don't think any discussion is needed in reference to having people on parole from Auburn, Elmira and Industry reporting in one office to one probation officer. It is too undesirable to consider. As we are situated, if we have boys reporting on a certain evening, even among those boys on parole, we find some so undesirable that their influence over the others just for a few minutes is detrimental; they will plot schemes and get other boys worked into it, and first you know there is trouble brewing. How would it be if Elmira boys were reporting to the same officer to say nothing about Auburn.

Mr. Morris: The Legislature has already passed a law permitting the parole boards to direct paroled men to report to local probation officers. That is discretionary with the parole boards, as I understand it. I have a good string of Elmira men reporting to me.

ADULT CONTRIBUTORY DELINQUENCY.

Joseph J. Kingsbury, Chief Probation Officer, Children's Court, Buffalo: You will probably gain from this little talk, that we are more practical than theoretical in Buffalo, but we have one theory which we use as a working basis; that is, that the adult is generally more responsible than the child in most cases of juvenile delinquency.

The Buffalo Children's Court is given jurisdiction not only over cases of children, but also over certain offenses committed by adults against children. We have two parts to the court: A children's part held three afternoons each week in the Juvenile Detention Home on Breckenridge street, and an adult part held on certain mornings three miles away. We find this double jurisdiction very beneficial, since it enables us to get at the parents and other adults responsible for the children's delinquency.

This paper discusses adult cases.

Violators of the Compulsory Education Law are the greatest offenders. Since January 1, 1912, when the present Children's Court of Buffalo was established, it has handled no less than 379 such cases of adults disposed of as follows: Discharged 30; sentence was suspended in 273 cases, where parents seemed not to be wholly at fault, and where the judge felt that they had been sufficiently punished through their having been arraigned; eight were committed to the jail or penitentiary; fines were imposed upon fifty persons, amounting to $179; adjourned from day to day, 14; warrants withdrawn, 3.

I have known several instances where the parents have been arraigned for not sending their children to school when, as a matter of fact, they were innocent of wrong. A warrant for the parents would be asked for by the truant officer, and when arraigned, it would develop that the child had left one school, entered another, leaving the principal ignorant of such action and the case would be reported to the truant officer who applied for a warrant. This is not a frequent occurrence, but it goes to prove how easy it is for mistakes to occur.

I have in mind the case of an Italian girl 15 years of age, attending a school, who was unable to add 15 and 7 correctly.

She was simply in the way and her parents being ignorant or apparently so of the advantages of an education, connived at her absence. The truant officer tried his best to keep her in school but failed. He then applied for a warrant and had the mother arraigned. A fine of $2 was imposed and a promise given to have the girl attend school regularly. In a week the mother was again arraigned and the case was referred to me for investigation. I secured an interpreter and from the head of the school learned that the girl had not attended school, except occasionally, in several years; was absolutely unable to obtain working papers, being unable to work the simplest examples in arithmetic; could hardly read or write the simplest words. Then we went to the home of the girl, or rather hovel, and found her at work on her wedding trousseau. It was the hardest kind of a task for me to impress on the mother the necessity of having the girl attend school. I finally threatened to have the mother sent to jail and the children removed to an institution unless the girl did attend school. I personally took her to the school she had been attending and the principal exclaimed, "What's the use?" I replied by asking the question, "Why do you report the child as an absentee?" His answer was, "The law compels me to." She remained in school several days, when she was again reported for not attending school. Investigation showed that the family had left the city for the country.

It is a practice of some parents to secure working papers for their children as soon as they are eligible, and then permit them to roam the streets for months at a time without sending them either to work or to night school, as required by law. I feel that this requires attention, with a view to having established proper officials whose duty shall be to see that those who work, under the age of 16, shall attend night school. The child will then be out of mischief and benefited.

Next come the violators of the Child Labor Law, of which we have had to date, 152 cases. Seven were discharged; 93 had sentence suspended; 1 was committed to the Erie county penitentiary; 51 were fined a total of $951. In some instances it would appear that the law was unfair in that it prohibited a parent to allow his own child to assist about his place of business,

when, in my opinion, he would be better off than running the streets.

Again, I feel that it is one of the best laws ever enacted. I will cite one case that will prove it to be beneficial. We had a man who, aside from his regular day's work, was employed to light and put out gas lamps. Being eager to make as much as possible, he set his 9-year-old son to work. He had to arise at 4 o'clock in the morning, put out 118 lamps, go to school, and at night re-light the lamps. The little chap reached home in the evening at nine o'clock. I personally verified the hours and soon put a stop to the practice.

Then we are confronted by more serious offenders, such as one that came into our court last spring. A young man, 27 years of age came to Buffalo accompanied by his 13 year-old sister. He was able to remain over night at one of Buffalo's cheaper hotels with her, and then moved to a rooming house, where they lived as man and wife for four days. The money ran out; the sister became peeved because she could not go to a moving picture show, and went out on the street and complained to the first policeman she met. Investigation on my part showed that they had lived and cooked for four whole days in one room. The case was a sad one from all points of view, and can be laid directly at the door of "movies," as confessed by the girl.

The young man was indicted by the grand jury and is to-day serving a ten year sentence. The girl was given into the custody of her father who returned to his home broken-hearted, and placed her in an institution.

As to the cases of theft, Judge Judge early in his administration impressed upon the police that they could divide their energy to advantage if they would go after the adults, who made stealing profitable to children by purchasing the articles taken, and would arraign them as well as the child. This suggestion I am thankful to say was adopted by some, and with very good results. In one instance, several boys, 10, 11, and 12 years respectively, made away with several hundred dollars worth of property from one of the railroad yards of Buffalo, and sold the same to junk dealers for 75 cents. Now, it matters not how ignorant a man may be of the law, he cannot possibly be so ignorant as to believe

that children can come into the possession of such property honestly; neither can he honestly believe that he has the right to purchase such property from the children. The rag dealers (there were two of them) were caught with the goods, and a fine of one hundred dollars was imposed on each.

We have received a number of complaints from parents about ungovernable children. The following instance shows how one complaint worked out. A father came into court one day in March and asked that a warrant be issued for his fifteen year-old daughter. He declared that she was incorrigible and he feared worse. He also claimed that she was being harbored by a lady in his neighborhood but was unable to prove the same, and felt that the only way to secure the girl was by warrant. The warrant was issued, the girl found and sent to the Detention Home. Owing to the nature of the complaint, the case was given to me for investigation and this situation was revealed. Through interference of the husband's family, the failings of the wife had been magnified, until worn out by her husband's nagging and drinking, she had left him, taking the youngest child, a boy of six years. The husband, angry at this desertion, sold the furniture and closed up the house; went on a several days' spree, leaving his young daughter to shift for herself. When he came to himself he found that old neighbors were looking after the girl at the mother's request, and he felt the only way to get possession of her was through the court. The mother had secured a position as housekeeper and of course could not have both of the children with her, so she had made the best possible arrangement and her pride had kept her from making complaint. The child went to a theatre one evening with the woman with whom she was staying and was recognized by some one in the audience who made the same known to the father. It was a sad case and called for strong treatment.

Judge Judge informed me that he would hold the girl until the mother was found, and he had had an opportunity of talking with her. I started out to locate her, and as she was in hiding from her husband, it was some job. When found, it required threats, cajolery, etc., to induce her to go with me, but she came, and while talking with the judge I slipped out and brought in

the father. From two o'clock until five that afternoon, Judge Judge and myself labored with the parents, pointing out wherein they had both been in the wrong, and had paid too much attention to outsiders, especially the husband's people, for the good of either. When we had finished they were like two children who had quarreled and made up. The situation was a delicate one, and there were times when it seemed to me as though Judge Judge had gone the limit with patience and advice, but he would come back with some remarks or suggestion that would move one or both to tears. They finally left court to think over the matter of living together again, both agreeing to report to me on the following afternoon as to their decision. On the morrow they came back together, informed me that they had agreed to forgive and forget, had rented a flat far removed from his people, had purchased new furnishings for the home, and asked if they could take the girl home with them. This was satisfactory to the court, but they had to submit to probation for a period of six months.

Last week there appeared in court for discharge a couple that looked so young as to cause one to disbelieve that the young lady who accompanied them was their daughter. The husband, clear of eye, well dressed; the wife all smiles; and the girl — well the change was so great that the judge was moved to remark that if all of his work for the year had gone for naught, this sight made up the loss. The husband had not touched liquor since his talk with the judge, nor has he been near his people.

In cases of family disturbances such as this, the policy of the court is constructive, instead of destructive. We try always to build up the home if there is anything to build on. Judge Judge's motto is, "A home of almost any sort is better than an institution."

As to the evils of cigarette smoking, Judge Judge is endeavoring to remedy this evil by administering a maximum fine to the sellers of cigarettes to children under the age of sixteen, whenever guilt is proven. He caused to be published, and distributed by the police department, a circular letter directing the attention of persons to the laws affecting children.

To illustrate the character of Judge Judge, I will cite the first cigarette case we had. One of my boys came into court for the purpose of being discharged from probation. He had, according to all reports from mother and teacher, improved quite a bit from his probation, and he received his card with smiles, assuring me that never again would he ever need any more probation. You can imagine the jolt I received while walking from the office to the car that evening when I observed, on the opposite side of the street this same small boy lighting a cigarette. I crossed over to the lad, and asked him why he was smoking a cigarette. He replied "I was just celebrating, Mr. Kingsbury; this is the first smoke I have had in six months." I asked him where he had obtained the cigarettes. He said, "At the cigar store." I then had him go with me to the store, I asked the proprietor if he had sold cigarettes to the boy. The reply was, "Yes, I sold him a cent's worth. But I thought they were for a man next door." Then I asked him if he had received a circular from the police department covering the sale of cigarettes and tobacco to children under the age of sixteen years. Reply: "Yes, I received one, but thought the boy was buying them for someone else." On making my report to the judge, he said, "Have a warrant issued and bring them into court." This was done. It developed that the man was a personal friend of the judge's. Nevertheless, he fined him $10, and I never heard a finer lecture on the evils of cigarette smoking than he delivered to the defendant.

This represents in a measure our methods of dealing with the various types of adult cases that come before the Children's Court of Buffalo. I hope that you have not thought as did the minister's small son who was asked after the sermon how he liked it, and replied, "Oh all right, but, dad, I saw several dandy places where you could have stopped."

Mr. Mallon: When does the judge try the children?

Mr. Kingsbury: The law requires that the trial of children shall be kept separate from adults. The children's court for children is held every Monday, Wednesday and Friday afternoon at three o'clock. The cases of adults are heard on certain mornings, and in a different building, about three miles from the

children's part. It is the same judge and the same witnesses are used.

Mr. Mallon: The thing is really a new transaction altogether; entirely independent of what went on in the children's court.

Mr. Kingsbury: Sometimes they allow us to use a stipulation.

Dr. Hart: How much time elapses between the children's and parents' cases?

Mr. Kingsbury: Not over twenty-four hours, if we can work it up. I don't know whether it is the duty of the probation officer, but we work up such cases and get the adult offender if possible. We feel if we can apprehend the adult who is really the cause for the young fellow's violation, it will check to a certain extent the delinquency of the child.

It is positively ridiculous the number of cases which have been brought to court. We had 2,538 from January 1st up to November 1st, settled outside the court by the probation officers. We consider we could settle quite a few more if given an opportunity, but the general public ought to be educated as to what is being done through the probation officers.

Mr. Fagan: How can cases be settled out of court by a probation officer? As I read the law, it states that only those who have been brought to court and found guilty are the ones we have any jurisdiction over. Probation officers should not assume judicial functions which I don't think they have.

Mr. Kingsbury: A mother will come into court and say, "Johnny Smith slapped my little girl in the face and I want a warrant." I suppose that is assault in the third degree, but the more humane way of looking at it would be as a neighborhood quarrel which can be patched up without bringing the child into court. Our probation officer, Miss Fitzpatrick, will go out and see that Sarah Brown had made faces to start with, and that Johnny Smith had finally slapped her in the face. Miss Fitzpatrick will endeavor to bring the children together, and show them they were both wrong, and then she will talk to the mother and get her to desist from having a warrant.

Mr. Mallon: We have had such cases in Brooklyn, but they actually went on the book. The judge adjourned the cases and then when they came up again, they would say, it was all settled.

Mr. Wiley: What would you do, Mr. Fagan, if a woman came to the office saying her husband is not working and is drinking, but he scares easy and that if a representative of the court were sent to have a talk with him it would tend to decrease his drinking and possibly induce him to give more of his earnings for the support of his family. She positively refused to obtain the redress which the law gives her; that is, to get a warrant for her husband. What would you do? If you could send one of your officers there, and by your talk could right that wrong, wouldn't you settle that out of court?

Mr. Fagan: No, because there is a legal side of that. We do get hundreds of those cases. We are blessed in our court and in the other children's courts with a splendid system of volunteers. The Catholics, the Protestants, and the Hebrews, maintain societies and workers and there is a grand work for volunteer people to do. Then, there is the Children's Society that sends their agents, but the paid probation officer hasn't any legal right to go to that man's house, nor has he any right to settle those assault cases. The probation officer, if he isn't strong enough, can be tempted; he can settle it out of court if he wants to for a money consideration. In the case of assault, no one has any right to decide that case but the judge.

Mr. Kingsbury: I am afraid the court would be swamped with unimportant cases.

Mr. Thurston: Wouldn't the complaint clerk meet such cases and handle them?

Mr. Fagan: Yes, he gets 250 or so cases a day and there is now talk among the justices and chief clerk, whose cooperative help is of great value to us, of getting something of this kind regarding the rights of parents to send their children out on the streets. Hundreds of them are brought to court for peddling gum at the subway, and selling newspapers at night. The parents don't understand the language of the country, and there is talk of get-

ting up cards with the laws printed in the different languages and they will be given this card explaining the law to them.

Mr. Mallon: In our program it says, "The way the Buffalo Children's Court deals with cases of adult contributory delinquency coming under section 494 of the Penal Law, and other offenses by adults against children." The Children's Court of Buffalo doesn't deal with them at all, but the gentleman who acts as judge of the children's court is also a magistrate and as a magistrate he sits somewhere else on a different day and deals with these cases.

Mr. Kingsbury: It certainly does deal with these cases, because it is the children's court and nothing else.

Mr. Killip, Probation Officer, Rochester: One word in regard to settling cases out of court. We have numerous cases coming in where we perhaps visit the home. Take the case of a boy who rapped at a window until he broke a pane of glass. I knew the family and we had the boy on probation. I sent for the boy and his mother and they both came to the office Monday evening and after talking with them, they went out agreeing to pay for having a new glass put in. In that case we told the man we would have the glass paid for and that was all he wanted. Those cases are what I suppose they refer to as settling out of court.

Mr. Helbing: May I ask whether it is not in the province of the probation officer to direct a boy to attend night school as part of his probation obligations.

Mr. Kingsbury: We do.

REMARKS AT THE LUNCHEON.

President Folks: We have asked a few of our friends who are not directly engaged in probation work, but who are in very intimately related lines, to be good enough to speak to us briefly. We meet as an auxiliary of the State Conference of Charities and Correction. I suppose perhaps most of you know that that body, the parent of this conference, owes its existence to the suggestion, the industry and the unselfish labors of the gentleman whom I am about to introduce to you, and who also is the very efficient and indefatigable secretary of perhaps the oldest of the

State boards having to do with social work, a board from which our very modest Probation Commission has copied many of its provisions and from which we hope to learn still further. I need not introduce to any audience in this State, but simply present, Hon. Robert W. Hebberd, secretary of the State Board of Charities.

Hon. Robert W. Hebberd, Secretary, State Board of Charities, Albany: It is a pleasure and a privilege to be here this afternoon to address you briefly. Personally, I have very little practical knowledge of probation work. I was never on probation myself. Presumably the probation system had not yet been thought out at the time when it would have done me the most good. And I have never been asked to take charge of any probationary subject, presumably because it was felt that my influence might not be exactly what was desirable.

When your secretary asked me to speak to you to-day, I said I would speak upon a certain subject about which I had been giving a good deal of attention and to which I am giving a great deal of thought, and that was the importance of having probation officers, poor law officers and others who have to do with the poor and delinquent, know about the mental characteristics of those with whom they deal. It is said that in our State reformatory institutions — to be conservative — at least 25 per cent. of the inmates are mental defectives. It is also said — no doubt with a great deal of truth — by those experienced in the matter that it is impossible for such institutions to exert any real reformative influence upon those unfortunate people, and therefore that they are out of place in the reformatory institutions. This leads to the suggestion that we ought to have in this State custodial institutions, or institutions of a custodial character, for the mentally defective delinquents.

Now, it seems to me that in order to know more about this subject and in order to be able to act properly with that class on probation, the probation officers should be taught how to distinguish such defects in the cases with which they have to deal. They ought to know these things because such cases will require a different treatment; they will require either more supervision or an earlier placing in custodial institutions where they may

be watched and cared for all the time. I take it that although it may not be a part of your legal duty, it is a part of your moral duty, to know all about these questions, not only that you may be able to deal more intelligently and satisfactorily with the cases coming under your care, but also that you may be able to exert an influence in the communities in which you live, and throughout the entire State, that will arouse a public sentiment in favor of the better, more intelligent, and more satisfactory care of this particular class of whom I speak.

President Folks: The subject of which the Commissioner spoke is of exceeding importance and one to which we have given a great deal of attention, one as to which we must look particularly to two groups of people to help us, the physicians and the educators.

I have now the pleasure of introducing a representative of that office which prepares our work for us in our more serious cases, whose duty it is to typify the relentless arm of justice, but the incumbent of which must nevertheless in very many cases feel how urgently there is needed something representing the arm of protection and care, which we represent. I have special pleasure in presenting a good friend of probation in this locality, Hon. John N. Mosher, prosecuting attorney of the Court of Special Sessions of Syracuse.

Mr. John N. Mosher, Prosecuting Attorney, Court of Special Sessions, Syracuse: I am asked to say a few words with reference to probation and probation officers from the standpoint of a public prosecutor and as a member of the district attorney's office.

In this county we have three paid probation officers: Timothy J. Shea, Abram Zoller and Mrs. Max Thalheimer. The first two are university graduates and lawyers of high standing. Mrs. Thalheimer, though not a lawyer, is as highly educated and as well fitted for the great profession she has chosen as are the other two. In this work they are ably assisted by James Kehoe, court officer and volunteer probation officer. All four are doing a great work, highly creditable to the city and county. These probation officers make their work a business, each case a study, and bring a wealth of knowledge, experience, energy and sympathy into the performance of their duties.

In the development of the individual, the protection of society and the administration of justice, probation work is an important function of good government. In this city and county the probation officers are called into daily consultation with the judges, members of the district attorney's office and chief of police. The opinions, reports and investigations and work of the probation officers are of great value and assistance to the court, prosecuting officers and police. It is often said that severe punishment of the criminal deters others from crime — perhaps it does to some extent, but its value is very much over-estimated and particularly by the old school of prosecutors and judges.

Criminals may be divided into two classes: Those who would reform themselves and those who must be reformed. Reformation rather than punishment in most cases is the true aim of the authorities. Reformation is the work of probation officers. The police prove what the prisoner did. The probation officer finds out why he did it, what he really is and needs, and whether he is or is not likely to reform without punishment. The fully developed normal probationer must be treated with that firm severity which will show him his error and its resulting danger, and at the same time inspire him to better conduct. The average probationer needs careful supervision, he must be shown though at liberty that he is not free, and that if he relapses he will be surrendered and punished. Weakness on the part of the probation officer will bring probation into reproach.

This is a period of evolution of penalty and punishment. Punishment itself deters crime less than the certainty of its application. The less severe punishment, the less crime. The average person believes the criminal to be a man of great physical power, a menace to others, likely to attack, pillage and destroy his fellow beings upon slight provocation or temptation. They believe him to be sharp, shrewd and calculating, taking pleasure in violence, crime and wickedness, a public enemy to be fought and overcome. This is rarely the case. As a matter of fact, the ordinary criminal is small in stature, of weak vitality and will. He lacks initiative, is deficient in self-control, and lacks proportion and self balance. This must be true, for otherwise he would be honest and obey the law. From actual observation we know it to be true.

Humane methods tending to probation are being developed. We want the probationer to make good. We know that in most cases he is the victim of circumstances and has rarely had a fair chance. The theory of natural depravity as the cause of crime is discredited. We see ill-fed and neglected children, reared in poverty, crime and the slums, exploited in violation of the child labor law. They lack food, clothing and opportunity. We wonder what we would be under like circumstances. With such environments, boys are reared for the prison and girls for the wayward life. In many cases it is a blessing to the weak and misguided youth, well on a downward course, if, early in his career, he commit larceny, burglary or forgery and is convicted for then he may be placed on probation and restored to usefulness before it is too late. Criminals maintained in prison are costly to the State. Unreformed ex-convicts are dangerous elements to society. Sending a man to prison does not solve the problem. When he has paid his debt to the State he opens a new account and the people pay the bills. Since prison reform is rare; prevention, probation, oversight and guardianship are more economical. The field of the probation officer is growing. It will supplant most penal institutions and in so doing will strengthen and aid in developing good government.

The probation system has revolutionized the treatment of men arrested for non-support. Formerly a man arrested for failue to support his family was sent to prison, making it impossible for him to do what he was punished for not doing. Now he is put into the custody of the probation officer, required to work and pay his money to his family through the probation officer for their support. In Massachusetts, probation officers last year collected more than $45,000 in non-support cases. In New York State, more than $80,000 was secured during the same period from this source, and this work is increasing with great rapidity. In the city of Syracuse, we have what is known as "Kehoe's Probation Bureau," named after Court Attendant James Kehoe, who has charge thereof. During the year 1911, as probation officer, Mr. Kehoe received from delinquent husbands and fathers for the benefit of wives and children over $6,000, and during the past year the bureau has increased its efficiency so that more

than $10,000 has been collected and disbursed. This does not mean that our city has more non-support cases than other cities, but we have a very efficient officer in charge of the work. Through this bureau men have been put to work, families united, homes built up, confidence restored, divorce and separation reduced to a minimum, men made useful, and wives and children made happy.

It is no pleasant thing to secure the conviction of a young man and see the look of despair that crosses his face when he hears himself sentenced to the penitentiary. It is a pitiful thing to watch a mother or sister turn away with tears springing to her eyes as she hears the word. It is not a comfortable thought to reflect that in safe-guarding the rights of others we may be affecting the whole future course of a young man's life. So I say probation is a work of great dignity and of great importance to the State. It is more important than most other corrective and preventive measues. It will grow with civilization and humanity.

Finally, the district attorneys and prosecuting officers of this city, county and State, will at the end of their respective terms of office look back upon the record of wrong-doers disposed of by them. They will see the record of criminals who have of necessity been imprisoned for the protection of society. In the performance of their stern duty, there was no alternative for these officers, but in the execution of this work many times there was doubt and uncertainty as to the wisdom of the course pursued, not unmixed with sympathy and sadness.

Upon the other hand, these officers will look with satisfaction upon the ever growing list of law breakers who have been admitted to probation and who have made good.

President Folks: I am sure all the probation officers will agree with me that if all the prosecuting attorneys had the same breadth of view into the system of probation, our work would be much simpler and more effective.

Probation is a peculiarly many-sided thing. A probation officer really needs all kinds of training that there are. Nothing is amiss which he may have had in the way of experience or qualification. If he could be a graduate of a medical school, law

school, or seminary for clergymen, a State university graduate, with a post-graduate trip abroad, he would be just nicely started to begin to be really useful. Fundamentally, it is all in a sense educational, and it is quite proper therefore to have the pleasure of introducing the head of the School of Pedagogy of the great university in this city, Dean Street.

Dean J. R. Street, School of Pedagogy, Syracuse University, Syracuse: I don't think an after dinner speech would be complete without a story. I have been listening for the story from the preceding speakers but have heard nothing in that line, so I will introduce the story.

A certain noted Scandinavian came to this country to deliver a series of addresses. He began in Boston and moved his way westward, and he found as he listened to American speakers that they always began by complimenting their audience, and he thought that was his cue, so one night he launched forth on the orthodox American plan and said "Ladies and gentlemen: I feel very much at home with you; I notice you are all very much at home, and I feel very much at home with you because you are all so homely." I feel very much at home, when I think of my audience.

When I think of what I am up against, however, I don't feel quite so much at home, because I know practically nothing about this probation business. I assume that I am expected to speak from the view point of the theorist rather than the practical man. I know this much, that I am fully in sympathy with you in the great problem of making men and women. No matter what our work may be, we are united in that great purpose.

Your work, however, is rather the problem of taking those who have gone awry and leading them back to the path of rectitude. My interest lies along the line of keeping them from getting away from the path of rectitude, and so I am going to try to indicate in a few words why it is that boys and girls go wrong. I don't propose to touch the whole problem, but just one aspect of the problem, an aspect which to me is the prime, the fundamental one.

We have two or three theories of human life and I must mention at least two of them in order to get at my view point.

There is one theory which says everything a man is comes from within him; he is born with all the attributes and qualities that he will ever possess, and all that he ever will be, will be simply the expression of these attributes or qualities. Then, there is another theory which says that man is dependent entirely upon his environmental stimuli for what he shall be; it is environment that determines his future. Now, both of these statements are true in what they say; they are false in what they imply. First, one implies that there is within the man all that his life can possibly be; his environment counts for naught. And the second implies that the environment is the essential thing in the human life; in fact, all that he is will be built up through his experiences. The truth of the matter lies between the two of these. We no longer teach that men are born depraved; that they are born with certain other tendencies and qualities. We do teach and believe, however, that each person is born with possibilities or potentialities or competencies, which, under the stimulating influence of environment, may be developed into what they are, good or bad.

Now, with that point in view, I want to emphasize for a minute why it is that boys or girls go wrong. All that a man can ever be, generally speaking, must come out of his instinctive life. In making a general statement like that, I know I am open to attack in a certain way. I want you to forget that, because I am going to try to emphasize a certain point. Any quality, every quality, every virtue, is the enrichment, the purification, the efflorescence of some instinct.

Let me exemplify. It is said that the human has more instincts than any other young, which probably is true. What are some of these instincts; what do they mean to a life? There are a great many of them, 165 or 167 have been made out. I am going to take four or five just to drive this point home. I am going to take the instinct of fear; the instinct of anger; the instinct of fighting; the instinct of acquisitiveness and possession; and the instinct of play, to just indicate in a word what is or should be the normal and the natural product of these instinctive promptings.

You take the instinct of fear. When a child is born with a strong disposition of fear the parents are disturbed; make him as courageous as a lion. That would be the greatest misfortune that could come to a life, for the ripened product of the fear instinct is not its elimination, not its eradication at all, but its purification and transformation and its leading up until it reaches that highest grade of character that the human is capable of; namely, reverence. Fear at the one end, and reverence at the other. It is an evolution; it is a development. Froebel had the thought when he said, "God neither engrafts nor inoculates; he unfolds," and that is the way with human life. It is what comes from within him that determines him. Now, then, you see right at once that the problem of the parent, and the problem of the teacher, and the problem of the school, and church, is to take this instinct and transform it and purify it and lead it up until it becomes reverence, a fear of doing wrong, a fear of the divine, a fear of violating the rights of others, and so on. Then you get a character that will stand for something.

What is true of fear is true of anger. Out of anger there can come a very high, grand, and desirable grade of character, for the ripened product of anger is not sin, but that quality of life that can experience what it is to be angry from the sole of the foot to the crown of the head, and sin not. Can we do it? You are called upon again and again, I am sure. You have come to be so angry that you hardly know what you are doing, and yet if you are a true man or woman, you may have righteous indignation, as the Master's indignation, and sin not. Is it worth while to take a child when he goes off like a flash of gun-powder, to take that instinct and train it, purify it, and lead it up until you get that type of character?

What is true of these two, is also true of fighting — a perfectly normal activity, perfectly natural. The only way a boy can be a man is to fight, and a man isn't a man who hasn't had certain difficulties brought unto him for standing up for himself. Now, fighting, which is so typical of the gang spirit and which gets so many boys into trouble, is not necessarily that of John L. Sullivan, Corbett, or men of that stamp; but the ripened product of the fighting instinct is that type of man who stands to defend

the right against the wrong, even with his life; who stands to defend the weak against the strong. So out of that comes that great grade of character.

Acquisitiveness. We all desire to have, to acquire. Everyone of us wants property of some kind or form. Now, it is tremendously strong in a boy's life. It joins with another instinct which is strong and that is gregariousness. How those lads flock together, form those groups or gangs; they may be good or bad, but they are a response to the instinct of thriving. In that gang you will find manifested an anti-social form of this spirit of acquisitiveness; namely, stealing. It is as natural for a boy to have property as it is for you or for me. It is in direct response to this acquisitiveness instinct, and it drives him so that he takes that which is not his. Now we want to take that instinct and train it, purify it and lead it up until it culminates in good taxpayers, men of property that have got it honestly. I suppose we have all stolen, haven't we. I won't ask you to hold up your hands. I think we all have. As a boy on the farm, we had pretty good apples. But a boy walking up the streets of this city wants an apple, wants some nuts; he puts his hand out and takes them; the owner hales him to the police court, and you have sent him on the downward road. Yet it was all in response to the driving of an instinct.

Do you see my point? If we are going to save the race, we have got to save the children, and save them through the purification of their instincts. You can handle adults as long as you live, and you will have them to handle; but save the child and you save the race.

President Folks: One rarely hears in so short a period of time so much of value and suggestion. The Dean spoke of apples. I was getting a little nervous, and I was glad he didn't speak of melons and pears.

We come to the last of this brief series of talks and I have great pleasure in presenting to you one whom most of you know, whose interest in probation antedates that, I think, of any members of the State Probation Commission; who has been actively identified with it in the Magistrates' Courts in New York city;

who has differed from some of us as to particular features or policies at the moment, but who has from beginning to end been a very sincere, very earnest, active friend for genuine probation; who is a genuine friend of every unfortunate who comes within his influence, Monsignor McMahon of New York city.

Rev. Mgr. Dennis J. McMahon, Supervisor of Catholic Charities, New York City: When I die, I am going to leave it in my will that Homer Folks will give my obituary. I am very much impressed.

I want to give one thought to the probation officers, those particularly in the large cities. I have a good deal to do with children and may I say, with the children's court. The beautiful exposition which we have just heard of the different passions within the body and soul, the instincts of looking out for play and activity, brings me to the instinct of fear, and also that of reverence that should be around the children's court.

I think that that instinct, brought up and developed into that highest regard and reverence for the court and for the judge sitting in the court, ought to be developed as clearly, as strongly, as impressibly, as possible in the child's mind. Every child fears naturally the hand of the policeman being put upon it; fears with an unmistakable fear the thought of being before a magistrate. Why should we not keep that reverence in the child's mind for the judge? And why bring little children, boys and girls, before the court until it is necessary to bring them there? Why bring the little fellow, like myself, that stole apples or peanuts, for jumping on a car. One hundred and forty-three boys were arrested last month in the city of New York for jumping on the cars. Why bring them before the court for those mischievous things — things any boy will do if there is red blood in him? What good is the boy if he is going to be a mollycoddle, do just what he is told, and play with the girls? We want the boy who will show some spirit, that will do a little mischief now and then. As we know, the gang spirit is in the boy; they will get together; they have that spirit that makes them draw together. Why bring them before the judge?

Weed them out before they are brought there. If that nine thousand brought before the New York Children's Court could, with a reprimand, be made to respect and have reverence for the law, how much better it would be in the lives of that nine thousand. They would hold that reverence still. We don't send a man accused of burglary before the court of special sessions at once; he goes before the magistrate first, before a man who sees whether he ought to go further or not. Why couldn't we have some judge of minor position, in some way with little power, to investigate the cases of children? Then send on those that deserve punishment. It would stop an immense number of the children from going downward; they would have to continue with that fear of the judge; they would have still that reverence for the law. I do appeal. Don't let the children be brought before the court in large cities where they are apt to lose the respect, the reverence, the regard, and high ideals that they should have for the judge and court.

Now for the adults. It is true, as Mr. Folks said, I did have something to do with the appointment of probation officers in New York city in 1901. Since that time I have been more or less interested in the whole matter. I have a large district to cover; it is the Gas House District. I don't think I have ever had a probation officer come to me about anybody in the neighborhood; about any person under charges, or who has been under suspended sentence. I appeal that you take account of all the agencies for the building up of the character of the person who is in your charge. As for the women folks, I know they will do it in regard to the children. Why not for the adults?

The church is an agency, and there isn't any agency, to my mind, that can do more good than the church in dealing with the poor fellow under suspended sentence. Why not get the agencies that ought to reach his heart to work? It is not always an effect of the mind with the fellow that is caught, but often of his heart. He has been mistaken in his act. What can help him more than the church authorities, or those that have to do with religious and moral training of the individuals? I put that as a second thought before you.

President Folks: We have come now to the end of the conferences of probation officers. I am glad we had this last session.

The discussions have turned not so much on details of method and plan, as on the spirit and purpose and object, and they have been on a very high plane. It is extremely gratifying to those that have been at our earlier meetings to see the increase from year to year in our numbers; to see the increasing importance attached to discussions; to see the increasing grasp of our work; increasing evidence and proof of its successes. But with all that, let us always cherish and cling to the ideal aspects of our work, and let us never permit ourselves to think of ourselves as officers simply, but as representatives of the forces of the community, representing its more ideal elements and purposes, sympathy, insight, unselfishness, education, religion. Let us insist upon retaining for ourselves a large share of that spiritual and elevated outlook upon life which has been presented to us so beautifully and so forcibly by the speakers of the day.

In behalf of the Probation Commission, under whose auspices we are met, I thank you most heartily for coming to this meeting; I thank you for your more than generous co-operation. I bid you God-speed to another year of hard work, and look forward to meeting you with increased degree of consecration and success a year from now.

PARTIAL LIST OF PROBATION OFFICERS AND OTHERS ATTENDING THE STATE CONFERENCE OF PROBATION OFFICERS AT SYRACUSE, NOVEMBER 19 AND 20, 1912.

Miss Sadie American, President, Council of Jewish Women, New York City.
Mrs. W. W. Armstrong, Probation Officer, Rochester.
Hon. J. J. Anderson, City Recorder, Auburn.
Mr. Walter H. Angell, County Probation Officer, Cortland.
Rev. Brother Barnabas, Superintendent, Lincoln Agricultural School, Lincolndale.
Mrs. Lewis Bigelow, Volunteer Probation Officer, Rochester.
Mrs. Frances S. Broadhead, Probation Officer, New York City.
Miss Brownell.
Miss Agnes Burke, County Agent, Utica.
Mrs. Walter A. Burlingame, Syracuse.
Mr. Bailey B. Burritt, Secretary, Criminal Courts Committee, New York City.
Hon. Edmond J. Butler, State Probation Commissioner, New York City.
Miss Amelia Campbell, County Agent, Utica.
Mr. William J. Cooke, Probation Officer, Lackawanna.
Mrs. L. R. Cornman, Rochester.
Miss Minnie D. Crosier, Formerly Assistant Secretary, Associated Charities, Syracuse.
Dr. Katherine B. Davis, Superintendent, State Reformatory for Women, Bedford Hills.
Captain William J. Dempsey, Probation Officer, Oswego.
Mr. James J. Donnelly, County Probation Officer, Lowville.
Miss Mary F. Doux, Volunteer Probation Officer, Syracuse.
Rev. William M. Dwyer, Cathedral of the Immaculate Conception, Syracuse.
Thomas D. Eliot, Graduate Student, Columbia University, New York City.
Mr. Bernard J. Fagan, Acting Head Probation Officer, Children's Court, New York City.
Miss Mary Farrell, County Placing-out Agent, Schenectady.
Mrs. Minnie S. Fisher, Assistant Secretary, Society for the Prevention of Cruelty to Children, Syracuse.
Mrs. Rose D. Fitzgerald, Probation Officer, Albany.
Mr. Thomas A. Fletcher, Chief Probation Officer, Utica.
Hon. Homer Folks, President, State Probation Commission, New York City.
Mrs. E. M. Ford, Probation Officer, Children's Part, Monroe County Court, Rochester.
Miss Gertrude Grasse, Secretary, Juvenile Probation Association, Brooklyn.
Mrs. E. W. Griffith, Probation Officer, Utica.
Dr. Hastings H. Hart, Director, Child Saving Department, Russell Sage Foundation, New York City.
Mrs. R. F. Hazard, Syracuse.

Hon. Robert W. Hebberd, Secretary, State Board of Charities, Albany.
Mr. Frederick C. Helbing, Parole Officer, House of Refuge, Randall's Island, New York City.
Captain E. C. Hoffman, Probation Officer, Niagara Falls.
Mr. William Hoffman, Albany.
Miss Hunter.
Mr. Jackson, Rochester.
Mrs. Mabel Johnston, County Probation Officer, Oneida.
Mr. Charles H. Johnson, Superintendent, Albany Orphan Asylum, Albany.
Mr. James J. Kehoe, Volunteer Probation Officer, Syracuse.
Mrs. Ellen D. Kelly, Probation Officer, Brooklyn.
Mr. William A. Killip, Chief County Probation Officer, Children's Part, Monroe County Court, Rochester.
Mr. Joseph J. Kingsbury, Chief Probation Officer, Children's Court, Buffalo.
Mr. P. F. Lange, Rome.
Mrs. Larned, Brooklyn.
Miss Frances E. Leitch, Probation Officer, Brooklyn.
Dr. Orlando F. Lewis, Secretary, Prison Association of New York, New York City.
Mr. John D. Lynn, 2d, Assistant Secretary, State Probation Commission, Albany.
Hon. John D. Lynn, Formerly County Judge, Rochester.
Mr. William E. McLennan, Volunteer Probation Officer, Buffalo.
Mr. Patrick Mallon, Probation Officer, Children's Court, Brooklyn.
Mr. Alfred J. Masters, County Probation Officer, Rochester.
Hon. Horace McGuire, State Probation Commissioner, Rochester.
Mr. Archibald J. McKinny, Chief Probation Officer, Brooklyn.
Rt. Rev. Mgr. Dennis J. McMahon, Supervisor of Catholic Charities, New York City.
Mr. David W. Morris, County Probation Officer, Utica.
Mr. William H. Morse, Probation Officer, Amsterdam.
Hon. John N. Mosher, Prosecuting Attorney, Court of Special Sessions, Syracuse.
Mr. Lewis H. Mott, Parole Officer, State Industrial School for Boys, Syracuse.
Mr. Clement A. Munger, Hearing Stenographer, State Probation Commission, Albany.
Mr. John B. O'Hare, Probation Officer, Juvenile Court, Boston, Mass.
Mr. O'Connor, New York City.
Hon. James K. O'Connor, City Judge, Utica.
Mrs. Julia M. O'Connor, Probation Officer, Children's Court, New York City.
Miss Ray Perlman, Afent, Council of Jewish Women, New York City.
Dr. John W. Plant, Volunteer Probation Officer, Syracuse.
Miss Anna E. Pratt, Secretary, Bureau of Social Service, Elmira.
Mr. Henry H. Preston, County Probation Officer, Riverhead.
Dr. R. R. Reeder, Supt. New York Orphan Asylum, Hastings, N. Y.
Miss Grace Reeder, County Agent, Goshen.
Miss Anne V. Roome, Probation Officer, Brooklyn.
Miss Anna G. Rosbrook, Probation Officer, Rome.
Miss Rebecca Rosenberg, Volunteer Probation Officer, Rochester.
Mr. Charles E. Salisbury, Probation Officer, Corinth.
Mr. Timothy J. Shea, Chief Probation Officer, Syracuse.

Hon. Benjamin J. Shove, Police Justice, Syracuse.
Mr. Frank W. Smith, Chief Clerk, Court of Special Sessions, New York City.
Hon. John B. M. Stephens, County Judge, Rochester.
Professor J. R. Street, Dean, School of Pedagogy, Syracuse University, Syracuse.
Mrs. Max Thalheimer, Probation Officer, Syracuse.
Mr. Henry W. Thurston, Lecturer in the School of Philanthropy, New York City.
Dr. David M. Totman, Health Officer, Syracuse.
Mr. Arthur W. Towne, Secretary, State Probation Commission, Albany.
Mr. Wilbur Van Duyn, Volunteer Probation Officer, Syracuse.
Hon. Frank E. Wade, Vice-President, State Probation Commission, Buffalo.
Mr. Peter A. Ward, County Probation Officer, Watertown.
Mr. William E. Wiley, Chief Probation Officer, City Court, Buffalo.
Mr. Joseph T. Williams, Assistant Secretary, Criminal Courts Committee, New York City.
Mr. Louis M. Ziegler, Probation Officer, Winfield Junction, Long Island.
Rev. Jeremiah Zimmerman, Probation Officer, Syracuse.
Mr. Abram Zoller, County Probation Officer, Onondaga County, Syracuse.

APPENDIX F.

THE DIRECTORY

SIXTH REPORT

SECTION 1.

DIRECTORY OF PROBATION OFFICERS

IN

NEW YORK STATE.

(July 1, 1913)

Place.	Court.	Name of probation officer.	Local address.	Classification.
CITIES.				
Albany	Police	Fitzgerald, Mrs. Rose D	Police Court	Salaried
		Keating, Thomas J	80 Howard St	Volunteer
		Schlessinger, Rev. Max	334 Hudson Ave	Volunteer
		Walker, Nathaniel J	80 Howard St	Volunteer
Amsterdam	Recorder's	Morse, William H	12 Pine St	Salaried
Auburn	Recorder's	Wallace, Richard A	Savings Bank Bldg	Salaried
Binghamton	City	Hooton, Madeline G	City Court	Salaried
		Koerbel, Samuel J	Municipal Bldg	County
Buffalo	Children's*	Kingsbury, Joseph J. (Chief)	44 Breckenridge St	Salaried
		Carroll, John A	44 Breckenridge St	Salaried
		Fitzpatrick, A. Agnes	44 Breckenridge St	Salaried
		Spitzmiller, Charles H	44 Breckenridge St	Salaried
	City*	Wiley, William E. (Chief)	City Court	Salaried
		Galvin, William T	City Court	Salaried
		Kennelly, William A	City Court	Salaried
		Moershfelder, Chas. H	City Court	Salaried
		Pfeiffer, Frederick W	City Court	Salaried

PROBATION OFFICERS — *Continued.*

Place.	Court.	Name of probation officer.	Local address.	Classification.
CITIES—*Cont'd*				
Cohoes	Recorder's	Mesick, William C	34 Swan St., Green Island	Volunteer
Cortland	City	Angell, Walter H	City Court	County
Dunkirk	Municipal	Ganey, Daniel F	Education Department	Volunteer
		Quandt, Fred W	Police Headquarters	Volunteer
Elmira	Recorder's	Tripp, Henry P	Realty Bldg	Volunteer
Fulton	City	Dempsey, William J	County Court	Volunteer
Gloversville	Recorder's	Schumann, Harry W	41 W. Fulton St	Volunteer
		Smith, George R	Police Headquarters	Volunteer
Hudson	City	Mesick, William C	City Court	Volunteer
Ithaca	City	Kelly, John P	City Court	Salaried
Jamestown	Police	Armstrong, Nettie J	Police Court	Volunteer
		Storey, Jay W	127 Allen St	Volunteer
		Taylor, Rev. Walter A	41 College St	Volunteer
Johnstown	Recorder's	Schumann, Harry W	41 W. Fulton St., Gloversville	Volunteer
Kingston	Recorder's	Golden, Martin W	387 Broadway	Salaried
Lackawanna	City	Cooke, William J	15 S. Parkside Ave	Salaried
		Cooley, Edwin J	31 Church St., Buffalo	County
Middletown	Recorder's	McCoach, John D	Police Headquarters	Volunteer
Mount Vernon	Special Sessions	Reif, George L., Jr	City Court	Salaried
Newburgh	Recorder's	Woods, Amy	21 Grand St	Volunteer
New York city	First Division Magistrates'	McKay, George D. (Chief)	300 Mulberry St	Salaried
		Broadhead, Mrs. Frances S	155 East 124th St	Salaried
		Coffey, John T	236 East 124th St	Salaried
		Coleman, Julia	565 West 144th St	Salaried
		Doyle, Anna	2407 Valentine Ave., The Bronx	Salaried
		Fitzgerald, John P	208 East 90th St	Salaried
		Hamel, Charles H	397 East 158th St	Salaried
		Hamill, John F	639 Jefferson Pl., The Bronx	Salaried

		Lavender, George J.	106 West 101st St.	Salaried
		Mackey, Joseph J.	2896 Heath Ave.	Salaried
		McCauley, Mrs. Carrie	236 East 118th St.	Salaried
		McCusker, Susanne A.	4678 Park Ave.	Salaried
		McElroy, William J.	87 Sixth Ave.	Salaried
		McQuade, Rose	2321 Washington Ave.	Salaried
		Moore, Mary E.	554 West 181st St.	Salaried
		Shannon, Jennie M.	26 Gramercy Park	Salaried
		Shea, Thomas B.	244 East 37th St.	Salaried
		Shelly, Patrick J.	899 Pacific St., Brooklyn	Salaried
		Smith, Alice C.	166 Waverly Pl.	Salaried
		Smith, Mrs. Henrietta L.	154 West 131st St.	Salaried
		Stafford, Maurice E.	569 West 150th St.	Salaried
New York city	Second Division Magistrates'	McKinny, Archibald J. (Chief)	402 Myrtle Ave., Brooklyn	Salaried
		Campbell, George E.	43 Barbey St., Brooklyn	Salaried
		Connelly, Anna I.	338 Jay St., Brooklyn	Salaried
		Cooley, Frank	2919 Avenue D, Brooklyn	Salaried
		Coyle, Margaret	548 Hart St., Brooklyn	Salaried
		Fish, Myrtes M.	255 Macon St., Brooklyn	Salaried
		Flanigan, Mrs. Julia	910 Avenue K, Brooklyn	Salaried
		Graves, Frank L.	50 Rogers Ave., Brooklyn	Salaried
		Hardoncourt, Mrs. E. A.	469 62nd St., Brooklyn	Salaried
		Hatfield, Mrs. Maria E.	111 Greene Ave., Brooklyn	Salaried
		Hickey, Mrs. Mary E.	7 W. Carnaga Ave., Far Rockaway, L. I.	Salaried
		Higgins, John A.	91 Garfield Pl., Brooklyn	Salaried
		Holden, Mrs. Marie P.	5102 Seventh Ave., Brooklyn	Salaried
		Hughes, Mrs. Myra P.	75 Bay 20th St., Brooklyn	Salaried
		Julian, Lionel	479 60th St., Brooklyn	Salaried
		Keating, John	54 Ft. Greene Pl., Brooklyn	Salaried
		Kelly, Mrs. Ellen D.	943 St. Johns Pl., Brooklyn	Salaried
		Kettle, Joseph	173 Dikeman St., Brooklyn	Salaried
		McCann, Daniel J.	1121 Jefferson Ave., Brooklyn	Salaried
		Mahon, Marie	424 76th St., Brooklyn	Salaried
		Major, Kenneth	120 East 32nd St., Brooklyn	Salaried
		Molloy, Mrs. Margaret M.	1107 Carrol St., Brooklyn	Salaried

Place.	Court.	Name of probation officer.	Local address.	Classification.
CITIES — *Cont'd*				
New York city—*Cont'd*	Second Div. Magistrates—*Con*	O'Grady, Mrs. Ellen A.	962 Prospect Pl., Brooklyn	Salaried
		O'Reilley, Patrick	209 Taylor St., West New Brighton	Salaried
		Peacock, Mrs. Mary E.	84 Elton St., Brooklyn	Salaried
		Polhemus, Mrs. Emma E.	40 Buffalo Ave., Brooklyn	Salaried
		Scheckel, Mrs. Elizabeth	1737 Fulton St., Brooklyn	Salaried
		Virden, Mrs. Margaret V.	136 Winthrop St., Brooklyn	Salaried
		Williams, Mrs. Mary E.	1295 Herkimer St., Brooklyn	Salaried
New York city	Special Sessions, Adult Parts, Manhattan and Bronx, Parts 1 and 5	Kelly, Laurence J. (Chief)	315 Fourth Ave., New York city	Salaried
		Axman, Mrs. Sophie C.	1229 Park Ave., New York city	Salaried
		Connors, William	450 Washington Ave., New York city	Salaried
		Crimmins, Patrick W.	17 Minerva Pl., New York city	Salaried
		Daly, George A.	1075 Tiffany St., New York city	Salaried
		Mullins, Michael J.	1829 Seventh Ave., New York city	Salaried
		Ryan, James J.	234 West 22nd St., New York city	Salaried
		Smith, John T.	463 East 139th St., New York city	Salaried
		Sullivan, Timothy	418 West 37th St., New York city	Salaried
		Swan, James A.	1250 Jefferson Ave., Brooklyn	Salaried
New York city	Special Sessions, Adult Parts, Brooklyn, Part 2	DeGennaro, George	6607 Nineteenth Ave., Brooklyn	Salaried
		Leitch, Frances E.	4 Court Sq., Brooklyn	Salaried
		Rooney, John T.	175 South 9th St., Brooklyn	Salaried
		Trieper, Theodore C.	252 Sixth Ave., Brooklyn	Salaried
New York city	Special Sessions, Adult Parts, Queens county, Part 3	Leary, Mrs. Lillian M.	St. Albans, Long Island	Volunteer
		Shanahan, John J.	245 94th St., Brooklyn	Salaried

New York city	Special Sessions, Adult Parts, Richmond county, Part 4	Halbert, James B	912 Post Ave., Port Richmond, Staten Island	Salaried
		Read, Mrs. Gertrude	816 Prospect Pl., Brooklyn	Salaried
New York city	Children's Parts of Special Sessions, Children's Court of New York county	Fagan, Bernard J. (Acting head)	66 Third Ave., New York city	Salaried
		Boone, Caroline E.	65 West 87th St., New York city	Salaried
		Carnwright, Effie M.	128 West 13th St., New York city	Salaried
		Chaikin, Annis Sarah	191 Clermont Ave., New York city	Volunteer
		Friedman, Mrs. Antonia	528 West 125th St., New York city	Salaried
		Finan, Francis J.	1032 Westchester Ave., The Bronx, New York city	Salaried
		Hayes, Peter A.	2149 Seventh Ave., New York city	Salaried
		Heineman, Mrs. Sallie A.	203 West 119th St., New York city	Salaried
		Henkel, Edward J.	5224 Fourth Ave., Brooklyn	Salaried
		Heuser, Leonard	877 Brook Ave., The Bronx, New York city	Salaried
		Higgins, Francis J.	429 Park Ave., New York city	Salaried
		Hirt, Joseph	526 West 112th St., New York city	Salaried
		Hogan, Eleanor S.	10 East 50th St., New York city	Volunteer
		Jossum, Celia	1838 7th St., New York city	Salaried
		McNamara, James E.	250 West 123rd St., New York city	Salaried
		Maloy, Mary R.	370 Convent Ave., New York city	Salaried
		Marcus, Morris	144 Pennsylvania Ave., Brooklyn	Salaried
		O'Connor, Mrs. Julia McN	477 West 57th St., New York city	Salaried
		Roome, Anne V.	92 Gates Ave., Brooklyn	Salaried
		Rooney, Michael	46 Berkeley Pl., Brooklyn	Salaried
		Rose, Michael H.	1139 45th St., Brooklyn	Salaried
		Ryan, Dennis F.	1249 Tinton Ave., The Bronx, New York city	Salaried
		Smith, Adelaide V.	227 West 142nd St., New York city	Salaried
		Smith, Frances E.	354 Putnam Ave., Brooklyn	Salaried
		Taylor, Letitia	363 Greene Ave., Brooklyn	Salaried
		White, Daniel J.	825 West 178th St., New York city	Salaried

PROBATION OFFICERS — *Continued.*

Place.	Court.	Name of probation officer.	Local address.	Classification.
New York city.....	Children's Parts of Special Sessions, Children's Court of Kings county.....	Boyd, James W.....	1245 Madison St., Brooklyn.....	Salaried
		Gibbons, Mrs. Mary E.....	48 First Pl., Brooklyn.....	Salaried
		Green, Mrs. Rosa.....	406 48th St., Brooklyn.....	Salaried
		Greenberg, Harry.....	15 East 119th St., New York city..	Salaried
		Lyons, John H.....	93 St. Johns Ave., Brooklyn.....	Salaried
		Mallon, Patrick.....	4 Court Sq., Brooklyn.....	Salaried
		Medler, Joseph S.....	71 2nd St., Brooklyn.....	Salaried
		Park, Mrs. Marguerite H.....	1123 50th St., Brooklyn.....	Salaried
		Smith, Frances E.....	354 Putnam Ave., Brooklyn.....	Salaried
New York city.....	Children's Part of Special Sessions, Children's Court of Queens county.....	Halbert, James B.....	912 Post Ave., Port Richmond, Staten Island.....	Salaried
		Leary, Mrs. Lillian M.....	St. Albans, Long Island.....	Volunteer
		Peppard, Mrs. Josephine D.....	602 Bedford Ave., Brooklyn.....	Salaried
		Read, Mrs. Gertrude E.....	816 Prospect Pl., Brooklyn.....	Salaried
New York city.....	Children's Part of Special Sessions, Children's Court of Richmond county.....	Halbert, James B.....	912 Post Ave., Port Richmond, Staten Island.....	Salaried
		Read, Mrs. Gertrude E.....	816 Prospect Pl., Brooklyn.....	Salaried
		Smith, Mrs. Myra R.....	56 Park Pl., New Brighton, Staten Island.....	Volunteer
Niagara Falls.....	Police.....	Cohn, Mrs. Morris, Jr.....	718 Buffalo Ave.....	Volunteer
		Fava, Bernard.....	503 Erie Ave.....	Volunteer
		Griswold, Dr. E. P.....	438 1st St.....	Volunteer

		Hoffman, Capt. E. C.	11 Thomas St.	Volunteer
		Pollat, Jacob B.	1635 8th St.	Volunteer
Oswego	Recorder's	Dempsey, Richard J.	67 W. Mohawk St.	Volunteer
		Dempsey, William J.	County Court	County
Plattsburg	City	Hennessey, William A.	Robinson Terrace	County
Poughkeepsie	City	McCabe, Charles J.	Police Department	Volunteer
		Lancaster, Stephanie S.	County Court house	Volunteer
Rensselaer	City	Keating, Thomas J.	80 Howard St., Albany	Volunteer
		Walker, Nathaniel J.	80 Howard St., Albany	Volunteer
Rochester	Police	Armstrong, Mrs. Jane B.	500 Cutler Bldg.	Salaried
		Masters, Alfred J.	County Court house	Salaried
Rome	City	Morris, David W.	Court house, Utica	County
		Rosbrook, Anna G.	City hall	Volunteer
Schenectady	Police	McGinn, William H.	161 Clinton St.	Volunteer
Syracuse	Police*	Shea, Timothy J. (Chief)	116 Noxon St.	Salaried
		Thalheimer, Mrs. Max	116 Noxon St.	Salaried
Tonawanda	Police	Ellicott, Arthur F.	37½ Broad St.	Volunteer
Troy	Police	Walker, Nathaniel J.	80 Howard St., Albany	Volunteer
Utica	City	Fletcher, Thomas A. (Chief)	City Court	Salaried
		Griffith, Mrs. E. W.	141 Park Ave.	Salaried
Watertown	City	Kellogg, Mrs. I. A.	224 Massey Ave.	Salaried
		Ward, Peter A.	City Court	Salaried
Watervliet	Recorder's	Walker, Nathaniel J.	80 Howard St., Albany	Volunteer
Yonkers	Special Sessions*	Garrity, James A. (Chief)	Special Sessions Court	Salaried
		Lesnick, Matthew J.	Special Sessions Court	Salaried

*Names of volunteer officers are not given.

PROBATION OFFICERS — *Continued.*

Towns in —*	Justice of peace courts.	Name of probation officer.	Address.	Classification.
Albany county	Colonie	Walker, Nathaniel J	80 Howard St., Albany	Volunteer
	Green Island	Walker, Nathaniel J	80 Howard St., Albany	Volunteer
Cayuga county	Atwater	Hunt, Walter D	Atwater	Volunteer
Chemung county		Tripp, Henry P	Realty Bldg., Elmira	Volunteer
Fulton county	Johnstown	Schumann, Harry W	41 West Fulton St., Gloversville	Volunteer
	North Hampton	Schumann, Harry W	41 West Fulton St., Gloversville	Volunteer
Madison county	Brookfield	Aylesworth, Elmer B	Leonardsville	Volunteer
Niagara county	LaSalle	Luick, Jacob	LaSalle	Volunteer
Orange county	Goshen	Reeder, Grace A	Goshen	Volunteer
Rensselaer county	Berlin	Nichols, C. S	Berlin	Volunteer
Schenectady county		McGinn, William H	161 Clinton St., Schenectady	Volunteer

Villages.*	Court.	Name of probation officer.	Address.	Classification.
Batavia	Police	Garrett, David	Batavia	Volunteer
		Mix, Mrs. M. V	Batavia	Volunteer
Malone	Justice's	Degon, Fred	221 Park St., Malone	Volunteer
Newark	Police	McGrew, Irving A	Newark	Volunteer
Norwich	Police	Deuel, John G	Norwich	Volunteer
Waverly	Police	Albertson, Charles L	403 Chemung St	Volunteer
		Lyford, F. E	Waverly	Volunteer
		Personus, W. A	Waverly	Volunteer

*All county probation officers are authorized to serve in all towns and villages in their respective counties.

Place.	Court.	Name of probation officer.	Address.	Classification.
COUNTIES.				
Albany	Supreme and County	Walker, Nathaniel J.	80 Howard St., Albany	Volunteer
Broome	Supreme	Koerbel, Samuel J.	Municipal Bldg., Binghamton	Salaried
Cayuga	Supreme and County	Connor, William T	3 Holley St., Auburn	Volunteer
		Wallace, Richard A.	Savings Bank Bldg., Auburn	Salaried
Chautauqua	Supreme and County	Brown, C. E.	Ripley	Volunteer
		Dschuden, Roy	Jamestown	Volunteer
		Storey, Jay W.	Jamestown	Volunteer
Chemung	County	Tripp, Henry P.	Realty Bldg., Elmira	Volunteer
Chenango	Supreme and County	Deuel, John G.	Norwich	Volunteer
Clinton	Supreme and County	Hennessey, William A.	Robinson Terrace, Plattsburg	Salaried
Cortland	County	Angell, Walter H.	City Court, Cortland	Salaried
Delaware	County	Dickenson, W. R.	Sidney	Volunteer
Erie	Supreme and County	Cooley, Edwin J. (Chief)	31 Church St., Buffalo	Salaried
		Murphy, Joseph P.	31 Church St., Buffalo	Salaried
		Platt, Lewis D.	31 Church St., Buffalo	Salaried
		Volz, Edward P.	31 Church St., Buffalo	Salaried
		Hartman, Cary W.	Lawtons	Volunteer
Essex	County	Nicholson, John D.	Elizabethtown	Salaried
Franklin	County	Cushman, G. W.	Fort Covington	Volunteer
		Edwards, Alfred A.	Malone	Volunteer
		Martin, Peter T.	Malone	Volunteer
		Miller, Seaver A.	Saranac Lake	Volunteer
Fulton	Supreme and County	Schumann, Harry W.	41 W. Fulton St., Gloversville	Volunteer
Genesee	Supreme and County	Garrett, David	Batavia	Volunteer
Jefferson	Supreme and County	Ward, Peter A.	City Court, Watertown	Salaried
Lewis	County	Donnelly, James J.	Lowville	Salaried
Madison	County	Johnston, Mrs. Mabel	15 Central Ave., Oneida	Salaried

PROBATION OFFICERS — *Continued.*

Place.	Court.	Name of probation officer.	Address.	Classification.
Monroe	County	Masters, Alfred J.	County Court, Rochester	Detailed
	County, Children's Part	Killip, William A. (Chief)	County Court, Rochester	Salaried
		Ford, Mrs. F. M.	County Court, Rochester	Salaried
		O'Reilley, Helen M.	County Court, Rochester	Salaried
Montgomery	County	Morse, William H.	12 Pine St., Amsterdam	Salaried
Nassau	County	Smith, Isaac S.	Port Washington	Volunteer
		Weise, William H.	Valley Stream	Volunteer
New York	Supreme and General Sessions	Campbell, Grace P.	32 Franklin St., New York city	Privately salaried
		Conway, D. P.	346 Broadway, New York city	Privately salaried
		Kaminsky, Alexander H.	32 Franklin St., New York city	Privately salaried
		Kimball, D. E.	135 E. 15th St., New York city	Privately salaried
Oneida	Supreme and County	Morris, David W.	County Court, Utica	Salaried
Onondaga	Supreme and County	Zoller, Abram	43 White Memorial Bldg., Syracuse	Salaried
Ontario	County	.....	.....	Salaried
Oswego	Supreme and County	Dempsey, William J.	County Court, Oswego	Salaried
Otsego	County	Roberts, Benton	West Exeter	Salaried
Putnam	County	Trimble, Samuel	Cold Spring	Salaried
Queens	County	Cassidy, James H.	99 Hulet St., Blissville	Detailed
Rensselaer	Supreme and County	Walker, Nathaniel J.	80 Howard St., Albany	Volunteer
Richmond	County	Gilmore, Rev. Walter F.	20 City Hall Pl., New York city	Volunteer
	Supreme	Michell, A. A.	West New Brighton	Volunteer
Rockland	Supreme	McNichol, Michael	Nyack	Salaried
St. Lawrence	County	Farmer, H. W.	Canton	Volunteer
		Leahy, James H.	6 Depot St., Potsdam	Volunteer

Saratoga	Supreme and County	Belden, Elmer E	378 Broadway, Saratoga	Paid by fee
		Curtis, D. V. G	Ballston Spa	Paid by fee
		Freebern, David	Gansevoort	Paid by fee
		Hamilton, Ransom	South Glens Falls	Paid by fee
		McCarthy, John T	Schuylerville	Paid by fee
		Salisbury, Charles E	Corinth	Paid by fee
		Squires, N. C	148 Park Pl., Mechanicville	Paid by fee
		Winne, Charles	Waterford	Paid by fee
		Woodard, Arthur J	Hadley	Paid by fee
Steuben	County	Smith, Frank L	Y. M. C. A., Hornell	Volunteer
Suffolk	County	Preston, Henry H	Riverhead	Salaried
Ulster	County	Dumond, George W	80 Pearl St., Kingston	Volunteer
Warren	County	Bullard, Frank E	Glens Falls	Salaried
Washington	Supreme	Jackson, C. H	Whitehall	Volunteer
Wayne	Supreme	Gommenginger, Rev. B. W	Lyons	Volunteer
Westchester	Supreme and County	Ackert, Frank R	152 Buena Vista Ave., Yonkers	Volunteer
		Davis, Lee P	White Plains	Volunteer
		Doyle, William J	Katonah	Volunteer
		Fremd, Fred D	Rye	Volunteer
		Harmon, Capt. John	White Plains	Volunteer
		Lent, Capt. William H	Yonkers	Volunteer
		Maloy, Michael J	Yonkers	Volunteer
		Seabury, Capt. Nathaniel E	Police Headquarters, Peekskill	Volunteer
		Timmons, Edward J	Police Headquarters, New Rochelle	Volunteer
		Whelan, William J	Yonkers	Volunteer
Wyoming	County	Smith, Walter A	North Java	Volunteer
	Supreme	Walker, La Vergne A	Perry	Volunteer
	Supreme and County	Winger, William A	Warsaw	Volunteer

SECTION 2.

PROBATION ASSOCIATIONS IN NEW YORK STATE.

BUFFALO.

Buffalo Probation Officers' Association: President, William E. Wiley; Secretary and Treasurer, John P. Maloney, City Court, Buffalo. Established December 20, 1910. Aims to increase the efficiency of probation and to promote friendship and co-operation among the members of the association. Meetings are held monthly at the call of the president.

NEW YORK CITY.

Brooklyn Juvenile Probation Association: President, Hon. Robert J. Wilkin; Secretary, Mrs. Tunis G. Bergen; Executive Secretary, Miss Gertrude Grasse, 102 Court Street, Brooklyn. Established in 1906. Assists and extends juvenile probation work by co-operating with the Children's Court probation officers and with correctional institutions. Provides volunteer friends for children released from probation, and for children paroled from institutions; also medical inspection and other assistance to the Children's Court.

Civil Service Probation Officers' Association of Brooklyn for Women: President, Miss Myrtes M. Fish; Vice-President, Miss Anna I. Connelly; Secretary, Mrs. Ellen D. Kelly; Treasurer, Mrs. Marie P. Holden. Meets on the first Tuesday of every month at 3:30 P. M. at Room 210, 44 Court Street, Brooklyn, for the discussion of probation work.

Civil Service Male Probation Officers' Association of The Second Division Magistrates Courts: President, Frank Graves; Vice-President, Lionel Julion; Secretary and Treasurer, John A. Higgins. dent, Lionel Julian; Secretary and Treasurer, John A. Higgins. Meets on the first Friday of every month at 402 Myrtle Avenue, Brooklyn.

Jewish Protectory and Aid Association *(Incorporated)*: President, Mortimer L. Schiff; Assistant Superintendent, Alexander H.

Kaminsky, 356 Second Avenue, New York City. Established in 1908 by consolidating the Jewish Protectory Aid Society and the Society for the Aid of Jewish Prisoners. Furnishes probation officers for Jewish defendants in New York City and intends to do so in other counties; also aids discharged prisoners.

Prison Association of New York (*Incorporated*): President, Eugene Smith; Corresponding Secretary, Orlando F. Lewis, 135 East 15th Street, New York City. Established in 1844. Furnishes a probation officer for the New York Court of General Sessions. Has promoted the adoption of the probation system. Also does parole work for Elmira reformatory and other institutions.

New York Probation Association (*Incorporated*): President, Hon. Alfred E. Page; Secretary, Miss Maude E. Miner, 38 West 10th Street, New York City. Established in 1908. Assists in cases of women brought before the New York City Night Court and other courts; maintains Waverly House — a temporary home for women released by the Night Court pending their trial or while on probation; conducts an employment bureau; maintains Hillcrest Farm — a summer home for women probationers.

Richmond Borough Probation Association; President, Hon. Morgan M. L. Ryan; Vice-President, Hon. Walter S. Mayer; Secretary, Mrs. S. McKee Smith; Treasurer, Hon. Silas D. Scudder. Objects: "To aid in accomplishing the permanent reformation of boys and girls guilty of delinquency or crime."

Catholic Protective Society of the Archdiocese of New York: President, Most Rev. John M. Farley, D.D.; Vice-President, Rt. Rev. Thomas F. Cusack; Secretary, Treasurer and Supervisor, Rev. Thomas J. Lynch, 47 Franklin Street, New York City. Object: "Established to do probation, parole and prison work for Catholic juveniles and adults accused of crime or convicted in the Criminal Courts."

ROCHESTER.

Monroe County Probation Association for Children: Honorary President, Judge J. B. M. Stephens; President, William A. Killip; First Vice-President, Mrs. Florence M. Ford; Second Vice-President, Miss Helen M. O'Reilly; Third Vice-President, Mrs. Leighton R. Cornman; Secretary, Mrs. V. H. Jenks. Meetings are held monthly.

SYRACUSE.

Syracuse Volunteer Probation Officers' Association: Honorary President, Benjamin J. Shove; President, Dean Clark; Treasurer, T. Aaron Levy; Secretary, Mrs. Max Thalheimer. Meetings are held monthly.

NATIONAL.

National Probation Association: President, Bernard Flexner, Louisville, Ky.; Secretary and Treasurer, Arthur W. Towne, 105 Schermerhorn Street, Brooklyn, N. Y. Organized in 1907. Dues $1 per year. Holds an annual conference usually in conjunction with the National Conference of Charities and Correction. Meets for the discussion of probation work, institutional parole, and the administration of juvenile and other courts. Has published a directory of probation officers in the United States.

SECTION 3.

DIRECTORY OF MAGISTRATES AND OTHER LOCAL OFFICIALS.

Part 1. The Supreme Court — Justices.
Part 2. County judges, special county judges, population of counties, county seats.
Part 3. District attorneys, sheriffs, superintendents of the poor.
Part 4. Magistrates of cities outside of New York City, populations.
Part 5. Magistrates and courts in New York City.
Part 6. Cities — police, charity and school officials.
Part 7. Villages — police justices, police officials.

PART I. SUPREME COURT DISTRICTS AND JUDGES.

First District (*New York County*).

Philip Henry Dugro, New York; James A. Blanchard, New York; *John Proctor Clarke, New York; Samuel Greenbaum, New York; Edward B. Amend, New York; Vernon M. Davis, New York; *George L. Ingraham, New York; *Victor J. Dowling, New York; John W. Goff, New York; *Francis M. Scott, New York; Joseph E. Newburger, New York; Leonard A. Giegerich, New York; Samuel Seabury, New York; M. Warley Platzek, New York; Peter A. Hendrick, New York; John Ford, New York; John J. Brady, New York; Mitchell L. Erlanger, New York; Charles L. Guy, New York; James W. Gerard, New York; Francis K. Pendleton, New York; Irving Lehman, New York; Edward G. Whitaker, New York; Nathan Bijur, New York; Edward J. Gavegan, New York; Alfred R. Page, New York; John J. Delaney, New York; Daniel F. Cohalan, New York; *Henry D. Hotchkiss, New York; Thomas F. Donnelly, New York; Eugene A. Philbin, New York; Bartow S. Weeks, New York.

*Assigned to Appellate Division. Do not hold trial terms.

Second District (*Kings, Nassau, Queens, Richmond and Suffolk Counties*).

William J. Kelly, Brooklyn; Garret J. Garretson, Elmhurst; *Edward B. Thomas, Brooklyn; Joseph A. Burr, Brooklyn; Walter H. Jaycox, Patchogue; Joseph Aspinall, Brooklyn; Frederick E. Crane, Brooklyn; Lester W. Clark, New Brighton; William J. Carr, Brooklyn; Townsend Scudder, Glen Head; Harrington Putnam, Brooklyn; Abel E. Blackmar, Brooklyn; Luke D. Stapleton, Brooklyn; *Almet F. Jenks, Brooklyn; Isaac M. Kapper, Brooklyn; Samuel T. Maddox, Brooklyn; Charles H. Kelby, Brooklyn; Russell Benedict, Brooklyn; James C. Van Siclen, Jamaica; David F. Manning, Brooklyn.

Third District (*Albany, Columbia, Greene, Rensselaer, Schoharie, Sullivan and Ulster Counties*).

Aaron V. S. Cochrane, Hudson; Wesley O. Howard, Troy; Alden Chester, Albany; William P. Rudd, Albany; †Emery A. Chase, Catskill; Gilbert D. B. Hasbrouck, Kingston.

Fourth District (*Clinton, Essex, Franklin, Fulton, Hamilton, Montgomery, St. Lawrence, Saratoga, Schenectady, Warren and Washington Counties*).

John M. Kellogg, Ogdensburg; Henry T. Kellogg, Plattsburg; Charles C. Van Kirk, Greenwich; *Chester B. McLaughlin, Port Henry; Edward C. Whitmyer, Schenectady; Henry V. Borst, Amsterdam.

Fifth District (*Herkimer, Jefferson, Lewis, Oneida, Onondaga and Oswego Counties*).

William S. Andrews, Syracuse; Irving R. Devendorf, Herkimer; Pascal C. J. DeAngelis, Utica; Edgar C. Emerson, Watertown; Edgar S. K. Merrell, Lowville; *Frank H. Hiscock, Syracuse; Irving G. Hubbs, Pulaski; Leonard C. Crouch, Syracuse.

Sixth District (*Broome, Chemung, Chenango, Cortland, Delaware, Madison, Otsego, Schuyler, Tioga and Tompkins Counties*).

Albert H. Sewell, Walton; Albert F. Gladding, Norwich; Walter Lloyd Smith, Elmira; Nathan L. Miller, Cortland; George F. Lyon, Binghamton; Michael H. Kiley, Cazenovia.

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*Assigned to Appellate Division. Do not hold trial terms.
†Assigned to Court of Appeals. Does not hold trial terms.

Seventh District (*Cayuga, Livingston, Monroe, Ontario, Seneca, Steuben, Wayne and Yates Counties*).

Adelbert P. Rich, Auburn; James A. Robson, Canandaigua; George A. Benton, Spencerport; Nathaniel Foote, Rochester; Arthur E. Sutherland, Rochester; William W. Clark, Wayland; Samuel Nelson Sawyer, Palmyra.

Eighth District (*Alleghany, Cattaraugus, Chautauqua, Erie, Genesee, Niagara, Orleans and Wyoming Counties*).

Warren B. Hooker, Fredonia; Herbert P. Bissell, Buffalo; Frederick W. Kruse, Olean; John S. Lambert, Fredonia; Louis W. Marcus, Buffalo; Cuthbert W. Pound, Lockport; Edward K. Emery, Buffalo; Charles H. Brown, Belmont; Charles B. Wheeler, Buffalo; *Frank C. Laughlin, Buffalo; *John Woodward, Buffalo; Charles A. Pooley, Buffalo.

Ninth District (*Dutchess, Orange, Putnam, Rockland and Westchester Counties*).

*Michael H. Hirschberg, Newburg; Isaac N. Mills, Mount Vernon; Arthur S. Tompkins, Nyack; Joseph Morschauser, Poughkeepsie; Martin J. Keogh, New Rochelle.

*Assigned to Appellate Division. Do not hold trial terms.

PART 2. COUNTY JUDGES AND SPECIAL COUNTY JUDGES.

[Term, Six Years.]

County.	Population.	Name.	Residence.	Elected.	County seat.
Albany	173,666	George Addington	Albany	Nov., 1907	Albany
Allegany	41,412	Elba Reynolds	Belmont	" 1907	Belmont
Broome	78,809	Benjamin Baker	Binghamton	" 1912	Binghamton
Cattaraugus	65,919	Thomas H. Dowd	Salamanca	" 1911	Little Valley
Cayuga	67,106	Hull Greenfield	Auburn	" 1907	Auburn
Chautauqua	105,126	Arthur B. Ottaway	Westfield	" 1912	Mayville
Chemung	54,662	George McCann	Elmira	" 1908	Elmira
Chenango	35,575	Hubert C. Stratton	Oxford	" 1907	Norwich
Clinton	48,230	John B. Riley	Plattsburg	" 1909	Plattsburg
Columbia	43,658	Daniel V. McNamee	Hudson	" 1912	Hudson
Cortland	29,249	Joseph E. Eggleston	Cortland	" 1907	Cortland
Delaware	45,575	Lewis F. Raymond	Franklin	" 1912	Delhi
Dutchess	87,661	Frank Hasbrouck	Poughkeepsie	" 1907	Poughkeepsie
Erie	528,985	Harry L. Taylor	Buffalo	" 1907	Buffalo
Essex	33,458	Berne A. Pyrke	Port Henry	" 1911	E.lizabethtown
Franklin	45,717	Frederick G. Paddock	Malone	" 1907	Malone
Fulton	44,534	William C. Mills	Gloversville	" 1907	Johnstown
Genesee	37,615	Edward A. Washburn	Batavia	" 1912	Batavia
Greene	30,214	Josiah C. Tallmadge	Catskill	" 1912	Catskill
Hamilton	4,373	Timothy D. Sullivan	Long Lake	" 1907	Lake Pleasant
Herkimer	56,356	Charles Bell	Herkimer	" 1912	Herkimer
Jefferson	80,382	George W. Reeves	Watertown	" 1912	Watertown
Kings	.....	Norman S. Dike	Brooklyn	" 1907	Brooklyn
		Lewis L. Fawcett		" 1907	
Lewis	24,849	Milton Carter	Lowville	" 1910	Lowville
Livingston	38,037	William Carter	Avon	" 1908	Geneseo
Madison	39,289	Harrison W. Coley	Oneida	" 1913	Wampsville
Monroe	283,212	John B. M. Stephens	Rochester	" 1912	Rochester
Montgomery	57,567	Joseph L. Moore	Fort Plain	" 1912	Fonda
Nassau	83,930	James P. Niemann	Lynbrook	" 1910	Mineola

New York*	2,762,522	Thomas C. T. Crain	New York city	1906	New York city
		Warren W. Foster		1899	
		James T. Malone		1907	
		Joseph F. Mulqueen		1907	
		Otto A. Rosalsky		1906	
		Edward Swann		1907	
Niagara	92,036	Charles Hickey	Lockport	1907	Lockport
Oneida	154,157	Frederick H. Hazard	Utica	1910	Utica
Onondaga	200,298	William M. Ross	Syracuse	1912	Syracuse
Ontario	52,286	Robert F. Thompson	Canandaigua	1908	Canandaigua
Orange	116,001	Albert H. F. Seeger	Newburgh	1912	Goshen
Orleans	32,000	Fred L. Downs	Medina	1911	Albion
Oswego	71,664	Louis C. Rowe	Oswego	1908	Oswego
Otsego	47,216	Abraham L. Kellogg	Oneonta	1908	Cooperstown
Putnam	14,665	J. Bennett Southard	Cold Spring	1907	Carmel
Queens	284,041	Burt J. Humphrey	Jamaica	1909	Jamaica
Rensselaer	122,276	Michael A. Tierney	Troy	1909	Troy
Richmond	85,969	J. Harry Tiernan	Stapleton	1911	Richmond
Rockland	46,873	William McCauley	Haverstraw	1908	New City
St. Lawrence	89,005	Clarence S. Ferris	Potsdam	1908	Canton
Saratoga	61,917	George R. Salisbury	Saratoga Springs	1912	Ballston Spa
Schenectady	88,235	Daniel Naylon, Jr	Schenectady	1912	Schenectady
Schoharie	23,855	Dow Beekman	Middleburg	1911	Schoharie
Schuyler	14,004	Olin T. Nye	Watkins	1912	Watkins
Seneca	26,973	Charles O. Townsend	Interlaken	1907	Waterloo
Steuben	83,362	Warren J. Cheney	Corning	1912	Bath
Suffolk	96,138	John R. Vunk	Patchogue	1912	Riverhead
Sullivan	33,808	William L. Thornton	Monticello	1910	Monticello
Tioga	25,624	George F. Andrews	Owego	1912	Owego
Tompkins	33,647	Monroe M. Sweetland	Ithaca	1909	Ithaca
Ulster	91,769	James Jenkins	Kingston	1912	Kingston
Warren	32,223	George S. Raley	Glens Falls	1910	Lake George
Washington	47,778	Charles R. Paris	Hudson Falls	1911	Hudson Falls
Wayne	50,179	Clyde W. Knapp	Lyons	1908	Lyons
Westchester	283,055	William P. Platt	White Plains	1907	White Plains
Wyoming	31,880	James E. Norton	Warsaw	1910	Warsaw
Yates	18,642	Gilbert H. Baker	Penn Yan	1907	Penn Yan

*Judges of General Sessions of New York County serve for a term of fourteen years.

SPECIAL COUNTY JUDGES.

County.	Name.	Residence.	Elected.	County seat.
Cayuga	John Tabor	Auburn	Nov., 1910	Auburn
Chautauqua	Frank S. Wheeler	Jamestown	" 1910	Mayville
Chenango	John H. Hicks	Norwich	" 1912	Norwich
Jefferson	Fred B. Waite	Adams	" 1910	Watertown
Monroe	John A. Barhite	Rochester	" 1912	Rochester
Oneida	Walter G. Shankenbery	Rome	" 1907	Utica
Orange	Herbert B. Royce	Middletown	" 1911	Goshen
Oswego	George M. Fanning	Fulton	" 1911	Oswego
St. Lawrence	John R. Keeler	Canton	" 1911	Canton
Sullivan	Elmer Baker	Roscoe	" 1912	Monticello
Tioga	Frank A. Bell	Waverly	" 1911	Owego
Tompkins	Charles R. Burger	Ithaca	" 1912	Ithaca
Washington	Silas E. Everts	Granville	" 1910	Hudson Falls

Part 3. District Attorneys, Sheriffs and Superintendents of the Poor.

County.	District Attorneys.	Sheriffs.	Superintendents of the Poor.
Albany	Rollin B. Sanford	Wallace A. Peasley	William H. Storrs
Allegany	James T. Ward	John Tunstead	Daniel C. Grunder
Broome	Frederick J. Meagher	Arthur M. Seaman	Winfield S. Stone
Cattaraugus	George W. Cole	John C. Dempsey	Willis P. Kysor
Cayuga	Albert H. Clark	George W. Bancroft	Arthur L. Smith
Chautauqua	EdwardJ. Green	Gust A. Anderson	Charles E. Dodge
Chemung	Harry L. Bogart	Christopher W. Biggs	George Clark
Chenango	James P. Hill	Charles S. Holcomb	Frank J. Quinn
Clinton	Arthur S. Hogue	Mark Tierney	William A. McMartin
Columbia	William B. Daley	Robert Storm	W. Newton Goold
Cortland	James F. Tobin	Rollin E. Wright	Fred T. Newcomb
Delaware	Edward E. Coulon	Jerome J. Farrell	James F. Foreman
Dutchess	Edward A. Conger	Fred C. Hornbeck	Stephen Robinson
Erie	Wesley C. Dudley	Frederick Becker	Herbert S. Sisson
Essex	Fred M. LaDuke	W. A. Knowlton	Horace H. Nye
Franklin	John W. Genaway	Alfred A. Edwards	John W. Rowley
Fulton	William S. Cassedy	Thomas W. Vill	George W. Hillman
Genesee	William H. Coon	Thurman A. Hart	John R. Bennington Cortland Crosman George H. Craft
Greene	Howard C. Wilbur	Elmore Mackey	Ira T. Tolley
Hamilton	William Carroll	Seymour M. Brownell	Peter J. Ryan Edwin Stacey Loren W. Sloan
Herkimer	William E. Farrell	William H. Stitt	Lorenzo G. Rankin
Jefferson	Claude B. Alverson	Morris S. Gregg	Fred P. Dunaway
Kings	James C. Cropsey	Charles B. Law	
Lewis	Perry G. Williams	Sheridan S. Stoddard	Louis T. Strong
Livingston	Frank K. Cook	Daniel G. Acomb	James J. Gilmore

PART 3. DISTRICT ATTORNEYS, SHERIFFS AND SUPERINTENDENTS OF THE POOR —(*Concluded*).

County.	District Attorneys.	Sheriffs.	Superintendents of the Poor.
Madison	E. Leland Hunt	John Bensted	S. Allen Curtis
Monroe	John W. Barrett	Harley E. Hamil	Thomas J. Bridges
Montgomery	Charles E. Hardies	Ernest H. Kurlbaum	Mortimer Smith
Nassau	Charles N. Wysong	Charles T. DeMott	William F. Britt
New York	Charles S. Whitman	Julius Harburger	
Niagara	Fred M. Ackerson	Dennis W. Daly	Alanson C. Bigalow
Oneida	Bradley Fuller	William T. Donnelly	Charles J. Adler
Onondaga	George H. Bond	James F. Mathews	Henry D. Nottingham
Ontario	Horace W. Fitch	Roswell M. Lee	Fred W. Hollis
Orange	Jonathan D. Wilson, Jr	William S. Sayer	William F. Durland
Orleans	John C. Knickerbocker	William M. Kenyon	Leigh S. Hill
Oswego	Francis D. Culkin	Myron A. Stranahan	C. Adelbert Stone
Otsego	Orange L. Van Horne	Ziba L. Holbrook	Levant Seeger
Putnam	Henry J. Rusk	Herbert Winship	(No superintendent)
Queens	Matthew J. Smith	George Emener	
Rensselaer	Clarence E. Akin	Henry W. Snell	Freeman H. Munson
Richmond	Albert C. Fach	Joseph F. O'Grady	
Rockland	Thomas Gagan	Larry W. Serven	Wesley J. Springstead
St. Lawrence	John C. Crapser	Thad P. Day	Abram C. Gates
Saratoga	Lawrence B. McKelvey	Clarence L. Grippin	Samuel W. Pearse
Schenectady	Alexander T. Blessing	Christian L. Staver	Charles H. Lambert
Schoharie	Alonzo B. Coons	Robert J. Dutton	Orrin Huse
Schuyler	Frank Johnson	Henry J. Mitchell	Charles M. Bronson
Seneca	George W. Pontius	William H. Excell	Charles S. Fegley
Steuben	Claude V. Stowell	William H. Murray	Lewis K. Williamson
Suffolk	Ralph C. Greene	Melville E. Brush	Robert F. Gurney
Sullivan	George L. Cooke	Frank Kinnie	Cornelius E. Downie
Tioga	Frank Beck	Fred C. Dailey	Egbert Hammond Daniel C. Brooks George D. Miller

Tompkins	Morris S. Halliday	Arthur P. Miller	Grant Cole William D. Baldwin Walter Mekeel
Ulster	William D. Cunningham	Archibald McLaughlin	Cornelius L. Van Orden
Warren	James S. Kiley	Richard J. Bolton, Jr	Edward W. Griggs
Washington	Erskine C. Rogers	Roswell E. Warren	Frank Beecher
Wayne	Alfred S. Armstrong	Jeremiah Collins	Nathaniel J. Field
Westchester	Francis A. Winslow	William J. Doyle	William C. Lawrence
Wyoming	Michael L. Coleman	George P. Bauer	James W. Ives G. Frank Wing Charles Cromwell
Yates	Charles H. Wood	Linwood R. Bates	Wm. Henry Townsend

PART 4. MAGISTRATES OF CITIES OUTSIDE OF NEW YORK CITY; POPULATIONS.

Cities.	Population in 1910.	Titles.	Names.	Terms end.
Albany	100,253	Police Justice	John J. Brady	December 31, 1913
		Recorder	J. Sheldon Frost	December 31, 1915
Amsterdam	31,267	Recorder	Walter I. Hover	December 31, 1915
Auburn	34,668	Recorder	Benjamin Kenyon	January 1, 1914
Beacon	10,629	City Judge	Frank G. Rikert	March 31, 1915
Binghamton	48,443	City Judge	Albert Hotchkiss	December 31, 1915
Buffalo	423,715	Chief Judge	William P. Brennan	December 31, 1919
City Court		Associate Judge	Albert A. Hartzell	December 31, 1913
		Associate Judge	Peter Maul	December 31, 1917
		Associate Judge	George L. Hager	December 31, 1915
		Associate Judge	Patrick J. Keeler	December 31, 1919
		Associate Judge	Thomas H. Noonan	December 31, 1921
Children's Court		Judge	George E. Judge	December 31, 1921
Canandaigua	7,217	Police Justice	Phillip J. O'Keefe	January 1, 1916
Cohoes	24,709	Recorder	Daniel J. McElwain	July 1, 1916
Corning	13,730	City Judge	John C. Bostelman	January 1, 1914
Cortland	11,504	City Judge	George M. Champlin	December 31, 1914
Dunkirk	17,221	City Judge	Albert E. Nugent	January 1, 1914
Elmira	37,176	Recorder	William C. Gill	December 31, 1913
Fulton	10,480	City Judge	H. J. Fanning	January 1, 1914
Geneva	12,446	City Judge	Lewis W. Keyes	December 31, 1913
Glens Falls	15,243	City Judge	Calhoun S. Euches	April 1, 1916
		City Judge	Edwin R. Safford	April 1, 1916
Gloversville	20,642	Recorder	Edward R. Cassedy	January 1, 1914
Hornell	13,617	Recorder	William S. Charles	December 31, 1913
Hudson	11,417	City Judge	John V. Whitbeck, Jr	April 30, 1915
Ithaca	14,802	City Judge	Daniel Crowley	December 31, 1915
Jamestown	31,297	Police Justice	John Maharon	April 10, 1914
Johnstown	10,447	Recorder	Edward Monahan	December 31, 1913

Kingston	25,908	Recorder	Charles Deyo	January 1, 1915
Lackawanna	14,549	City Judge	Bernard J. McAleese	December 31, 1913
Little Falls	12,273	Recorder	Daniel W. Collins	December 31, 1913
Lockport	17,970	Police Justice	William J. Hooper	December 31, 1914
Middletown	15,313	Recorder	Howard M. Starr	December 31, 1915
Mount Vernon	30,919	City Judge	George C. Appell	December 31, 1915
Newburgh	27,805	Recorder	Peter Cantline	December 31, 1914
New Rochelle	28,867	City Judge	Samuel F. Swinburne	January 1, 1915
		Acting City Judge	Gregory Dillon	December 31, 1913
Niagara Falls	30,445	Police Justice	Charles H. Piper	December 31, 1915
North Tonawanda	11,955	City Judge	George J. Smith	December 31, 1914
Ogdensburg	15,933	Recorder	David H. Corcoran	December 31, 1914
Olean	14,743	Police Justice	Dennis W. Keatting	January 1, 1915
Oneida	8,317	City Judge	W. F. Santry	December 31, 1913
Oneonta	9,491	City Judge	W. I. Bolton	January 1, 1914
Oswego	23,368	Recorder	Joseph H. Cill	December 31, 1914
Plattsburg	11,138	City Judge	John K. Collins	January 31, 1914
Port Jervis	9,564	Justice of the Peace	Daniel Holbrook	December 31, 1914
		Justice of the Peace	W. S. Berans	December 31, 1915
Poughkeepsie	27,936	City Judge	George V. L. Spratt	December 31, 1913
Rensselaer	10,711	City Judge	Homer S. Barnard	December 31, 1914
Rochester	218,149	Police Justice	John H. Chadsey	December 31, 1913
Rome	20,497	City Judge	F. S. Baker	January 1, 1917
Schenectady	78,826	Police Justice	Alvah Fairlee	December 31, 1913
Syracuse	137,249	Justice	Benjamin J. Shove	December 31, 1915
Tonawanda	8,290	City Judge	Charles Knoell	December 31, 1915
Troy	76,813	City Judge	James F. Byron	December 31, 1917
Utica	74,419	City Judge	J. K. O'Connor	December 31, 1915
Watertown	26,730	City Judge	Joseph A. McConnell	January 1, 1916
Watervliet	15,074	City Judge	James F. Hennessey	December 31, 1915
Yonkers	79,803	City Judge	Joseph H. Beall	December 31, 1917

PART 5. MAGISTRATES AND COURTS IN NEW YORK CITY.

Court.	Population in 1910.	Title.	Name.	Term ends.
First Division Magistrates' Court	4,766,883	Chief City Magistrate	William McAdoo	June 30, 1920
		City Magistrate	Charles W. Appleton	July 1, 1921
		City Magistrate	Peter T. Barlow	May 1, 1923
		City Magistrate	Matthew P. Breen	June 30, 1922
		City Magistrate	Arthur C. Butts	May 1, 1917
		City Magistrate	Robert C. Cornell	May 1, 1923
		City Magistrate	Joseph E. Corrigan	July 14, 1917
		City Magistrate	Joseph M. Deuel	April 30, 1917
		City Magistrate	John J. Freschi	January 30, 1915
		City Magistrate	Charles N. Harris	May 1, 1917
		City Magistrate	Henry W. Herbert	June 30, 1919
		City Magistrate	Frederick B. House	July 1, 1919
		City Magistrate	Paul Krotel	July 1, 1919
		City Magistrate	Samuel D. Levy	June 30, 1922
		City Magistrate	Francis X. McQuade	June 30, 1922
		City Magistrate	Daniel F. Murphy	July 1, 1920
		City Magistrate	John A. L. Campbell	May 1, 1915
		City Magistrate	Norman J. Marsh	July 14, 1917
		City Magistrate	Thomas J. Nolan	July 1, 1921
		City Magistrate	George M. S. Schulz	July 1, 1923
Second Division Magistrates' Court	.....	Chief City Magistrate	Otto Kempner	June 30, 1920
		City Magistrate	James T. Conway	July 18, 1917
		City Magistrate	Charles J. Dodd	May 1, 1921
		City Magistrate	Edward J. Dooley	May 1, 1921
		City Magistrate	Joseph Fitch	January 1, 1918
		City Magistrate	Alexander H. Geismar	November 1, 1917
		City Magistrate	Joseph B. Handy	July 31, 1917
		City Magistrate	John F. Hylan	November 1, 1917
		City Magistrate	John A. Leach	December 31, 1915

		City Magistrate	John C. McGuire	May	1, 1921
		City Magistrate	Nathaniel Marsh	December	31, 1915
		City Magistrate	Harry Miller	December	31, 1917
		City Magistrate	Howard P. Nash	July	1, 1919
		City Magistrate	John Naumer	May	1, 1921
		City Magistrate	Louis H. Reynolds	May	1, 1921
		City Magistrate	A. V. B. Voorhees, Jr	December	31, 1919
		City Magistrate	John J. Walsh	April	30, 1921
Special Sessions Court		Chief Justice	Isaac Franklin Russell	July	1, 1916
		Justice	Cornelius F. Collins	May	2, 1922
		Justice	John Fleming	December	31, 1915
		Justice	Howard J. Forker	December	31, 1919
		Justice	Franklin Chase Hoyt	July	1, 1919
		Justice	John B. Mayo	July	1, 1917
		Justice	James J. McInerney	December	31, 1921
		Justice	Frederick Kernochan	July	2, 1923
		Justice	Joseph F. Moss	July	1, 1920
		Justice	George J. O'Keefe	December	31, 1917
		Justice	Morgan M. L. Ryan	December	31, 1913
		Justice	Arthur C. Salmon	July	1, 1918
		Justice	Robert J. Wilkin	April	15, 1923
		Justice	Lorenz Zeller	July	1, 1915
		Justice	Moses Herrman	July	1, 1921
Children's Court		Justice	Franklin Chase Hoyt	July	1, 1919
(*Judges assigned from Court of Special Sessions.*)		Justice	John B. Mayo	July	1, 1917
		Justice	Morgan M. L. Ryan	December	31, 1913
		Justice	Robert J. Wilkin	April	15, 1923

For Judges of General Sessions, County and Supreme Courts, see list of County and Supreme Court Judges.

City.	Chief of police.	Superintendent of schools.	Charity official.
Albany	James L. Hyatt	C. Edward Jones	*a*W. H. Storrs.
Amsterdam	Fred W. Packwood	Harrison T. Morrow	*a*Smith W. Brumley.
Auburn	William C. Bell	Henry D. Hervey	*i*Frank J. Lattimore.
Beacon	Theodore Moith	George F. Dubois	John T. Cronin.
Binghamton	Chas. Goodrich	D. J. Kelly	*a*C. C. Wells.
Buffalo	Michael Regan*	Henry P. Emerson	*b*Louis J. Kenngott.
Canandaigua	Henry C. Beeman	Luther N. Steele	*b*Albert F. Avery.
Cohoes	John Jameson	Edward Haywood	*b*Thos. S. Morrissey.
Corning	Robert Seyter	H. H. Chapman	*b*Peter Farrell.
Cortland	Fred Bowker	F. E. Smith	*a*Fred Ryan.
Dunkirk	Fred. W. Quandt	Elmer E. Batcheler	*c*F. W. Quandt.
Elmira	Frank J. Cassada	Asher J. Jacoby	*b*Timothy S. Pratt.
Fulton	William H. Ross	J. R. Fairgriever	*a*John B. Follam.
Geneva	Daniel Kane	Wm. H. Truesdale	*d*E. J. Broderick.
Glens Falls	Fred G. Jenkins	E. W. Griffith	*a*John Quinlan.
Gloversville	George R. Smith	James A. Estee	*a*Mark J. Dutcher.
Hornell	M. J. Hickey	E. S. Redman	*b*George G. Wafer.
Hudson	James J. Lane	Charles S. Williams	*a*W. A. Merrell.
Ithaca	Edward H. Buck	F. D. Boynton	*a*John P. Kelly.
Jamestown	Frank A. Johnson	R. R. Rogers	*a*M. A. Weller.
Johnstown	Martin H. Marion	Erle L. Ackley	*a*Henry Knoff.
Kingston	J. Allan Wood	Myron J. Michaels	*e*Samuel Stern.
Lackawanna	Ray R. Gilson	A. E. Cook	*a*Henry J. Twist.
Little Falls	James J. Long	John A. DeCamp	*b*Richard N. Casler.
Lockport	Hugh Smith	Emmet Belknap	*a*Louis E. Shine.
Middletown	John D. McCoach	James F. Tuthill	*f*Chas. B. Wood.
Mt. Vernon	Jeremiah C. Foley	E. C. Broome	*a*Lorin Clark.
Newburgh	Emanuel Perrott	Jas. M. Crane	*f*William W. Collins.
New Rochelle	Edward J. Timmons	Albert D. Leonard	*a*Vincent De Paul Crennan.

New York	Rhinelander Waldo†	William H. Maxwell	*a*Michael J. Drummond.
Niagara Falls	Thos. H. Lyons	R. A. Taylor	*b*Louis Eisner.
North Tonawanda	John F. Ryan	R. A. Searing	*a*H. Homeyer.
Ogdensburg	M. T. Power	H. H. Southwick	*b*James E. Lunn.
Olean	D. L. Lawler	Samuel J. Slawson	*b*Daniel Dean.
Oneida	Joseph Smith	B. M. Gould	*a*Fred. McCraith.
Oneonta	Thos. W. Blizzard	George J. Dann	*a*Morris Ackley.
Oswego	Wm. D. Richardson	Chas. W. Richards	*c*George Marrin.
Plattsburg	Andrew R. Conners	Frank K. Watson	*a*Frank A. Finn.
Port Jervis	John F. Latham	L. J. Roys	*a*A. G. Perry.
Poughkeepsie	Chas. J. McCabe	S. R. Shear	*h*D. W. Hitchcock.
Rensselaer	James Hutchinson	A. Z. Boothby	*a*Chas. F. Mason.
			*a*Joseph Darcy.
Rochester	Joseph M. Quigley	Herbert S. Weet	*a*C. S. McBurney.
Rome	S. H. Beckwith (Acting)	G. R. Staley	*g*H. K. Graves.
Schenectady	James W. Rynex	A. R. Brubacher	*a*Walter E. Kruesi.
Syracuse	Martin L. Cadin	Percy M. Hughes	*a*Wm. Helmsteter.
Tonawanda	Arthur F. Ellicott	Frank K. Sutley	*a*Chas. G. Martin.
Troy	Chas. W. Gerold	W. A. Dunn (Acting)	*a*G. B. Fitzgerald.
Utica	John J. Cookley	Wilbur B. Sprague	*a*A. J. Lowery.
Watertown	Gaylord L. Baxter	Frank S. Tisdale	*i*Patrick Redmond.
Watervliet	Samuel Gibson	Hugh H. Lansing	*a*T. L. Boyd.
Yonkers	Daniel Wolffe	Chas. E. Gorton	*a*Alfred Fox.

a Commissioner of Charities. *b* Overseer of the Poor. *c* Clerk of Poor Department. *d* Poormaster. *e* President of Board of Alms Commissioners. *f* Superintendent of Poor. *g* Society Prevention Cruelty. *h* Superintendent of City Home. *i* Superintendent of Board of Charities. *Superintendent of Police. † Commissioner of Police.

PART 7. VILLAGES—POLICE JUSTICES, POLICE OFFICIALS AND POPULATIONS.

Village.	Population in 1910.	County.	Police justice.	Term ends.	Chief of police.
Akron	1,677	Erie	George E. Cady	Mar. 1, 1914	H. J. Twinn.
Albion	5,016	Orleans	Henry C. Tucker	Mar. 1, 1915	Andrew Van Dell.
Athens	1,956	Greene	Augustus Goeller	Dec. 31, 1915	Charles W. Hitchcock.
Avon	2,053	Livingston	John G. Carpenter	Dec. 31, 1915	James McHugh.
Ballston Spa	4,138	Saratoga	Andrew J. Freeman	Dec. 31, 1913	James J. O'Brien.
Batavia	11,613	Genesee	George W. Wolcott	Mar. 1, 1914	Louis Wiard.
Bath	3,884	Steuben	C. H. Moore, Jr.	April 1, 1914	John Ormsby.
Brockport	3,579	Monroe	Homer C. Holmes	Jan. 1, 1916	Giles R. Hoyt.
Cambridge	1,528	Washington	Eliot B. Norton	April 2, 1914	John E. Johnson.
Camden	2,170	Oneida	George J. Skinner	Mar. 1, 1914	Peter Hayman.
Canastota	3,247	Madison	Harry W. Ehle	Mar. 31, 1914	Frank C. Carman.
Canisteo	2,259	Steuben	C. C. Burrell	April 1, 1914	G. M. Halsey.
Carthage	3,563	Jefferson	L. B. Bruce	Mar. 1, 1916	G. F. Ulhman.
Catskill	5,296	Greene	R. D. Miller	Dec. 31, 1913	Loren Hubbard.
Charlotte	1,938	Monroe	Lawrence Sexton	Jan. 1, 1916	Fred W. Eikart, Jr.
Chatham	2,251	Columbia	Cornelius Shufelt	Jan. 1, 1915	E. H. Peake.
Clifton Springs	1,600	Ontario	T. V. Fox	Jan. 1, 1915	D. F. Sommer.
Clyde	2,695	Wayne	John C. Gillette	Mar. 4, 1914	P. E. Welch.
Coxsackie	2,494	Greene	Edwin C. Hallenbeck	Dec. 31, 1914	
Dansville	3,938	Livingston	F. J. Alverson	Feb. 1, 1914	M. J. McNeil.
Depew	3,921	Erie	Michael J. Garry	Mar. 1, 1916	Philip Mehl.
Deposit	1,864	Broome and Delaware	E. H. Carroll	Mar. 1, 1917	J. F. Smith.
Dobbs Ferry	3,455	Westchester	Hugh A. Thornton	Dec. 31, 1917	F. T. Brown.
East Rochester	2,398	Monroe	James S. Bryan	Dec. 31, 1915	
Ellenville	3,114	Ulster	Samuel Jollie	Mar. 1, 1914	Isaac Frear.
Elmira Heights	2,732	Chemung	E. Z. Wood	Mar. 1, 1916	F. B. Gibson.
Endicott	2,408	Broome	George F. Eckert	Dec. 31, 1913	
			William A. Struble	Dec. 31, 1917	John J. Murphy.
Fairport	3,112	Monroe	Hugh D. Miller	Mar. 1, 1914	Adelbert Newman.

Frankfort	3,303	Herkimer	H. Leslie Wilbur	Jan. 1, 1914	Morris J. Keller.
Fredonia	5,285	Chautauqua	Richard Rose	Jan. 1, 1918	T. B. West.
Freeport	4,836	Nassau	Clinton M. Flint	Jan. 1, 1916	Smith Cox.
Geneseo	2,069	Livingston	F. A. Quirk	Jan. 1, 1916	J. B. Moffatt.
Goshen	3,081	Orange	Charles C. Chappell	Jan. 1, 1918	James Scott, Jr.
Gouverneur	4,128	St. Lawrence	George W. Parker	.....	Wallace A. Love.
Granville	3,920	Washington	A. M. Martin	Dec. 30, 1914	James E. Walsh.
Green Island	4,737	Albany	Justices of the peace	.....	O. F. Elliott.
Greenport	3,089	Suffolk	J. Willard Preston	Jan. 1, 1916	Theodore B. Howard.
Hamburg	2,134	Erie	Alexander C. Stolting	Jan. 1, 1917	J. W. Rogers.
Hastings-on-Hudson	4,552	Westchester	James E. Hogan	Jan. 1, 1917	William Cronell.
Haverstraw	5,669	Rockland	James F. McCabe	Jan. 1, 1915	Michael Ford.
Hempstead	4,964	Nassau	Justices of the peace	.....	Robert Vandewater.
Herkimer	7,520	Herkimer	Fred A. Gray	Dec. 31, 1914	John T. Manion.
Homer	2,695	Cortland	L. M. Austin	Jan. 1, 1915	Oscar Turner.
Hoosick Falls	5,532	Rensselaer	Charles F. Moon	Mar. 1, 1914	Byron Willes.
Horseheads	1,778	Chemung	L. M. Brown	Dec. 31, 1915	H. B. Jones.
Hudson Falls	5,189	Washington	A. N. Richards	Jan. 1, 1915	
Ilion	6,588	Herkimer	E. T. Lester	April 1, 1914	H. P. Folts.
Irvington	2,319	Westchester	Irving M. Taylor	Jan. 1, 1916	M. S. Beltzhooven.
Lancaster	4,364	Erie	Joseph Adolf	April 7, 1914	Chas. R. Higgens.
LeRoy	3,771	Genesee	H. J. Howe	April 7, 1914	Joseph Laff.
Lestershire	3,775	Broome	W. F. Ingerson	Jan. 1, 1916	James Holmes.
Lynbrook	2,206	Nassau	Edward T. Ven	Mar. 1, 1914	Milton F. Abrams.
Lyons	4,460	Wayne	George S. Benjamin	Mar. 15, 1914	John Sully.
Malone	6,467	Franklin	Frank Bigelow	Dec. 31, 1914	Joseph D. Robarge.
Mamaroneck	5,699	Westchester	Justices of the peace	.....	John F. Hunter.
Medina	5,683	Orleans	Morgan L. Brainard	Jan. 1, 1915	John Stork.
Mineola	1,981	Nassau	John Buhler	Dec. 31, 1915	Frank P. Krug.
Mt. Kisco	2,802	Westchester	Wm. C. DuFrane	Jan. 1, 1917	Fred J. Cregier.
Mt. Morris	2,782	Livingston	J. C. Walker	.....	James Cleary.
Newark	6,227	Wayne	Gordon G. Harris	Jan. 1, 1914	John T. Lapointe.
N. Tarrytown	5,421	Westchester	Justices of the peace	.....	William F. Leary.
Norwich	7,422	Chenango	H. D. Mallory	Dec. 31, 1916	S. W. Berry.
Nyack	4,619	Rockland	Benjamin Levison	Jan. 1, 1916	Thomas J. Curran.
Ossining	11,480	Westchester	Irving Valentine	May 1, 1914	James Tompkins.

PART 7. VILLAGES—POLICE JUSTICES, POLICE OFFICIALS AND POPULATIONS.— *Concluded.*

Village.	Population in 1910.	County.	Police justice.	Term ends.	Chief of police.
Owego	4,633	Tioga	Addison J. Robinson	Dec. 31, 1916	John W. Tucker.
Palmyra	2,268	Wayne	Charles W. Williamson	April 1, 1914	George G. Throop.
Peekskill	15,245	Westchester	J. Wesley Barker	Mar. 1, 1917	Nathaniel N. Seabury.
Penn Yan	4,597	Yates	J. Frank Douglas	Jan. 1, 1915	J. Robert Miller.
Perry	4,388	Wyoming	W. D. Olmsted	Jan. 1, 1918	Fred Butler.
Philmont	1,813	Columbia	Frank B. Lindsay	Mar. 1, 1917	
Phoenix	1,642	Oswego	Richard D. Latham	Mar. 1, 1915	C. C. Kinslow.
Pleasantville	2,207	Westchester	James E. Moore	Dec. 31, 1914	Geo. Path.
Port Chester	12,809	Westchester	Walter A. Ferris	Mar. 15, 1914	James Donovan.
Potsdam	4,036	St. Lawrence	Justices of the peace	.....	J. H. Leahy.
Rhinebeck	1,548	Dutchess	August C. McCurdy	Mar. 1, 1914	Myron F. Cramer.
Richfield Springs	1,503	Otsego	V. A. Cameron	Jan. 1, 1914	James Leonard.
Rockville Center	3,667	Nassau	Harrison B. Wright	Jan. 1, 1915	
Rye	3,964	Westchester	R. N. Edwards	Jan. 1, 1917	Wm. H. Balls.
Sag Harbor	3,408	Suffolk	Oscar F. Fanning	Dec. 31, 1915	George Higgins.
Salamanca	5,792	Cattaraugus	S. H. Seymour	Dec. 31, 1913	A. W. Rogers.
Saranac Lake	4,983	Franklin and Essex	Justices of the peace	.....	Thos. G. Brennan.
Saratoga Springs	12,695	Saratoga	Charles B. Andrus	Jan. 1, 1914	James J. King.
Saugerties	3,929	Ulster	Benjamin M. Coon	Dec. 31, 1913	David E. Abeel.
Seacliff	1,694	Nassau	Harold A. Andrews	Dec. 31, 1915	John Muller.
Seneca Falls	6,588	Seneca	Alexander J. Byrne	Jan. 1, 1913	Stuart Hill.
Sidney	2,507	Delaware	William H. Pierce	Jan. 1, 1917	W. R. Dickinson.
Solvay	5,139	Onondaga	William Ryan	Dec. 31, 1913	H. J. Hunt.
Southampton	2,509	Suffolk	E. H. Foster	Jan. 1, 1914	Henry House.
			L. F. Jennings	Jan. 1, 1919	
Spring Valley	2,353	Rockland	Charles B. Fisher	Jan. 1, 1914	Sheppard Stammers.
Suffern	2,669	Rockland	Edgar Tilton	Dec. 31, 1913	John Lidster.
Tarrytown	5,600	Westchester	William B. Moorhouse	Dec. 31, 1915	William J. Bowles.

Tuckahoe	2,722	Westchester	B. B. Riley	Mar. 1, 1916	William F. Rubey.
Tupper Lake	3,067	Franklin	John A. Chalmers	.....	J. D. Auclair.
Union	1,544	Broome	A. Ray Humphrey	Jan. 1, 1914	George Barton.
Walden	4,004	Orange	John C. Holbrow	Jan. 1, 1916	George M. Ronk.
Walton	3,103	Delaware	John G. More	Jan. 1, 1915	Lewis N. Dean.
Warwick	2,318	Orange	J. V. D. Benedict	Dec. 1, 1917	Joseph Longwell.
Waterloo	3,931	Seneca	M. C. Litzenberger	Mar. 1, 1914	
Watkins	2,817	Schuyler	S. Peter Rosseau	April 1, 1914	Emmet Ellis.
Waverly	4,855	Tioga	Fred Austin	Dec. 31, 1915	C. E. Brooks.
Wellsville	4,382	Allegany	F. M. Leonard	Dec. 31, 1915	Edward Tretton.
Whitehall	4,917	Washington	George S. Douglass	.....	L. D. Pronty.
Whitesboro	2,375	Oneida	Charles T. Sperry	April 8, 1914	
White Plains	15,949	Westchester	Frank J. Lamb	Jan. 1, 1914	John Harmon.

SECTION 4.

DIRECTORY OF PUBLIC INSTITUTIONS.

INSTITUTIONS FOR BOYS UNDER 16 YEARS OF AGE AT TIME OF COMMITMENT.

Name of institution.	Location.	Administrative head.	Laws relating to institution.	Territory from which institution receives commitments.	Persons received on commitment.
State Training Schools. State Agricultural and Industrial School for Boys.	Industry, Monroe County.	David Bruce, Superintendent.	State Charities Law, §§ 180–184; Penal Law, § 2184.	4th, 5th, 6th, 7th and 8th judicial districts.	Receives boys, under the age of 16 years, committed for delinquency, vagrancy or as disorderly or ungovernable children.
New York House of Refuge.	Randall's Island, New York City.	Col. Edward C. Barber, Superintendent.	State Charities Law, §§ 181–184; Penal Law, § 2184.	1st, 2d, 3d and 9th judicial districts.	To be superseded by the State Training School for Boys at Yorktown Heights. Receives boys, under the age of 16 years, committed for delinquency, vagrancy or as disorderly or ungovernable children.
New York State Training School for Boys.	Yorktown Heights...	Franklin H. Briggs, Superintendent.	Laws of 1911, chapter 639; Penal Law, § 2184.	1st, 2d, 3d and 9th judicial districts.	Receives boys under the age of 16 years, committed for delinquency, vagrancy or as disorderly or ungovernable children.
Private Institutions.	(*See directory of State Board of Charities.*)				

INSTITUTIONS FOR GIRLS UNDER 16 YEARS OF AGE AT TIME OF COMMITMENT.

Name of institution.	Location.	Administrative head.	Laws relating to institution.	Territory from which institution receives commitments.	Persons received on commitment.
State Training School. New York State Training School for Girls.	Hudson, Columbia County.	Dr. Hortense V. Bruce, Superintendent.	State Charities Law, §§ 199–213; Penal Law, § 2184.	Any part of the State.	Receives girls, under the age of 16 years, committed for delinquency, vagrancy or as disorderly or ungovernable children.
Private Insiitutions.	(*See directory of State Board of Charities.*)				

INSTITUTIONS FOR MEN.

Name of institution.	Location.	Administrative head.	Laws relating to institution.	Territory from which institution receives commitments.	Persons received on commitment.
State Prisons.					
Auburn	Auburn, Cayuga County.	Charles F. Rattigan, Warden.	Prison Law, §§ 70–74; Penal Law, §§ 2183, 2198.	5th, 6th, 7th and 8th judicial districts.	Receives males, 16 years or older, convicted for the first time of a felony, or of being an habitual criminal; also receives by transfer from other prisons prisoners who have previously served one term in prison.
Clinton	Dannemora, Clinton County.	John D. Trombly, Warden.	Prison Law, §§ 70–74; Penal Law, §§ 2183, 2198.	3d and 4th judicial districts.	Receives males 16 years or older convicted for the first time of a felony, or of being an habitual criminal; also receives by transfer from other prisons, prisoners who have previously served two terms in prison, and tuberculous prisoners.
Great Meadow	Comstock, Washington County.	William J. Homer, Warden.	Laws of 1909, Chap. 459.	Receives prisoners on transfer from other prisons only.	Receives prisoners by transfer from other prisons.
Sing Sing	Ossining, Dutchess County.	James B. Clancy, Warden.	Prison Law, §§ 70–74; Penal Law, §§ 2183, 2198.	1st, 2d and 9th judicial districts.	Receives males, 16 years or older, convicted for the first time of a felony, or of being an habitual criminal.
State Reformatories.					
New York State Reformatory for Men.	Elmira, Chemung County.	Patrick J. McDonnell, Superintendent.	Prison Law, §§ 280–308; Penal Law, § 2185.	Any part of the State.	Receives males, between 16 and 30 years of age, convicted for the first time of a felony.
Eastern State Reformatory for Men.	Napanoch, Ulster County.	George Deyo, Assistant Superintendent.	Prison Law, §§ 280–308.	By transfer from Elmira.	Receives prisoners by transfer from the State Reformatory at Elmira.
State Hospitals for Insane Convicts and Insane Criminals.					
Dannemora State Hospital.	Dannemora, Clinton County.	Charles H. North, M. D., Superintendent.	Insanity Law, §§140–153.	Any part of the State.	Receives adult males declared insane while confined in State prison or reformatory, or while serving a penitentiary sentence of more than one year for a felony.

INSTITUTIONS FOR MEN — (Continued).

Name of institution.	Location.	Administrative head.	Laws relating to institution.	Territory from which institution receives commitments.	Persons received on commitment.
ate Hospitals for Insane Convicts and Insane Criminals (concluded). Matteawan State Hospital.	Matteawan, Dutchess County.	Roy L. Leak, M. D., Acting Superintendent.	Insanity Law, §§ 110–125; Penal Law, §§ 454, 736.	Any part of the State.	Receives insane males or females accused of crime; convicted males sentenced for one year or less who may be declared insane, and female convicts who become insane while serving sentence.
State Farm. State Industrial Farm Colony.	Green Haven, Dutchess County.	None yet appointed..	Laws of 1911, Chap. 812.	Any part of the State.	Will receive males, over the age of 21, adjudged to be vagrants or tramps; term of commitment not to be in any case over two years.
County Penitentiaries: Albany County.....	Albany.....	Lansing I. Platt, Custodian.	Penal Law, §§ 2182, 2186, 2196; Prison Law, §§ 320–324; County Law, § 12. (The above laws apply to all penitentiaries.)	Each penitentiary receives commitments from the county in which it is located, and also by contract from other counties.	Receives males, 16 years old or older, sentenced to imprisonment for not less than sixty days nor more than one year.
Erie County.....	Buffalo.....	William Hunt, Superintendent.			
Monroe County.....	Rochester.....	William H. Craig, Superintendent.			
Onondaga County.....	Jamesville.....	John S. Markell, Superintendent.			
County Jails: Albany County Jail.....	Albany.	The sheriff of the county is the head of the county jail. For names of sheriffs see ——— of this Manual.	Penal Law, §§ 2181, 2182; Prison Law, §§ 340–360; County Law, §§ 90, 92. (The above laws apply to all county jails.)	Each county jail receives commitments from courts in the county in which the jail is located.	Receives adults committed as witnesses, or awaiting the action of the grand jury, or for trial or examination, or sentenced to imprisonment for a term of one year or less.
Allegany County Jail...	Belmont.				
Broome County Jail....	Binghamton.				
Cattaraugus County Jail	Little Valley.				
Cayuga County Jail....	Auburn.				
Chautauqua County Jail	Mayville.				
Chemung County Jail....	Elmira.				
Ch					" (Note: Persons in custody on civil process, or committed for contempt, or

Chenango County Jail..	Norwich.
Clinton County Jail....	Plattsburg.
Columbia County Jail...	Hudson.
Cortland County Jail...	Cortland.
Delaware County Jail..	Delhi.
Dutchess County Jail...	Poughkeepsie.
Erie County Jail.....	Buffalo.
Essex County Jail.....	Elizabethtown.
Franklin County Jail...	Malone.
Fulton County Jail.....	Johnstown.
Genesee County Jail....	Batavia.
Greene County Jail.....	Catskill.
Hamilton County Jail...	Lake Pleasant.
Herkimer County Jail...	Herkimer.
Jefferson County Jail...	Watertown.
Kings County Jail.....	Brooklyn.
Lewis County Jail.....	Lowville.
Livingston County Jail..	Geneseo.
Madison County Jail...	Wampsville.
Monroe County Jail....	Rochester.
Montgomery County Jail	Fonda.
Nassau County Jail.....	Mineola.
New York, The Tombs..	New York city.
Niagara County Jail....	Lockport.
Oneida County Jail.....	Rome.
	Utica.
Onondaga County Jail..	Jamesville.
Ontario County Jail....	Canandaigua.
Orange County Jail.....	Goshen.
	Newburgh.
Orleans County Jail....	Albion.
Oswego County Jail....	Oswego.
	Pulaski.
Otsego County Jail.....	Cooperstown.
Putnam County Jail....	Carmel.
Queens County Jail.....	Long Island City.
Rensselaer County Jail..	Troy.
Richmond County Jail..	Richmond.
Rockland County Jail...	New City.
St. Lawrence County Jail	Canton.
Saratoga County Jail...	Ballston Spa.
Schenectady County Jail	Schenectady.
Schoharie County Jail...	Schoharie.
Schuyler County Jail...	Watkins.
Seneca County Jail.....	Ovid.
	Waterloo.
Steuben County Jail....	Bath.

detained as witnesses, shall not be put or kept in the same room with persons detained for trial or examination upon a criminal charge, or with convicts under sentence. Persons detained for trial or examination upon a criminal charge shall not be put or kept in the same room with convicts under sentence. Minors shall not be put or kept in the same room with adult prisoners. A woman detained in any county jail or penitentiary upon a criminal charge, or as a convict under sentence, shall not be kept in the same room with a man." County Law, § 92.

"No child under restraint or conviction, actually or apparently under the age of sixteen years, shall be placed in any prison or place of confinement, or in any court room, or in any vehicle for transportation in company with adults charged with or convicted of crime." Penal Law, § 486.)

INSTITUTIONS FOR MEN — (*Concluded*).

Name of institution.	Location.	Administrative head.	Laws relating to institution.	Territory from which institution receives commitments.	Persons received on commitment.
County Jails (concluded).					
Suffolk County Jail	Riverhead.				
Sullivan County Jail	Monticello.				
Tioga County Jail	Owego.				
Tompkins County Jail	Ithaca.				
Ulster County Jail	Kingston.				
Warren County Jail	Lake George.				
Washington County Jail	Salem.				
Wayne County Jail	Lyons.				
Westchester County Jail	White Plains.				
Wyoming County Jail	Warsaw.				
Yates County Jail	Penn Yan.				
*New York City Institutions.**					
New York City Reformatory of Misdemeanants.	Hart's Island, Manhattan.	Martin J. Moore, Overseer.	(Greater New York Charter.)	New York city	Receives male misdemeanants sentenced as first offenders between the ages of 16 and 30 years.
Penitentiary	Blackwell's Island, Manhattan.	Patrick Hayes, Warden.	Greater New York Charter.	New York city	Receives adult males convicted of misdemeanors and minor offenses, for terms of 30 days or upward.
Workhouse	Blackwell's Island, Manhattan.	Frank W. Fox, Warden.	Greater New York Charter.	New York city	Receives adult males convicted of minor offenses for terms of 10 days to 6 months.
Branch Workhouses	Hart's Island Riker's Island	Thomas F. Kane John Nugent Wardens.	Greater New York Charter.	New York city	Receives adult males on transfer, from the Workhouse or from Blackwell's Island Penitentiary.
City Prison ("The Tombs.")	Manhattan	John J. Fallon, Day Warden.	Greater New York Charter.	Boroughs of Manhattan and The Bronx.	Receives defendants held for trial in the Court of Special Sessions, the Court of General Sessions or the Supreme Court in New York County; also adult male misdemeanants committed for less than 10 days.
1st District	Centre and Franklin Sts.				
3rd District	Essex Market, 69 Essex St.				
4th District	153 East 57th St.	Peter A. Mallon, Warden.			
7th District	315 West 53rd St.				
8th District	Main St., Westchester				
9th District	.....				
10th District	151 East 57th St.				

City Prison.....	149 Raymond St., Brooklyn.	William H. McLaughlin, Warden.	Greater New York Charter.	Borough of Brooklyn	Receives persons held for trial in the County Court of Kings County; also those sentenced for short terms for misdemeanors.
Board of Inebriety.....	Office: 300 Mulberry St.	Charles Sampson, Executive Secretary.	Greater New York Charter, section 693707.	New York city.....	The board has not yet established the hospital and farm colony, provided for in the law, and therefore cannot yet receive commitments. The board will have offices in each borough. It will investigate cases of persons arrested for public intoxication; and care, either through probation or institutional treatment, for inebriates and those found intoxicated.

* Department of Correction at 148 East 20th street (Patrick A. Whitney, Commissioner), has charge of all public correctional institutions in New York city.

INSTITUTIONS FOR WOMEN.

Name of institution.	Location.	Administrative head.	Laws relating to institution.	Territory from which institution receives commitments.	Persons received on commitment.
State prison.					
State Prison for Women.	Auburn, Cayuga county.	Charles F. Rattigan Warden.	Prison Law, § 90–100. Penal Law, § 2187.	Any part of the State.	Receives females sixteen years old or older convicted of a felony or of being an habitual criminal.
State reformatories.					
New York State Reformatory for Women.	Bedford, Westchester county.	Dr. Katharine B. Davis, Superintendent.	State Charities Law, §§ 220–233.	1st. 2nd. 3rd. and 9th judicial districts.	Receives females who are between the ages of 15 and 30 years, convicted of a misdemeanor, vagrancy, habitual drunkenness, being a common prostitute, or frequenting disorderly houses or houses of prostitution, and who are not insane, nor mentally or physically incapable of being substantially benefited by the discipline of the institution.
Western House of Refuge for Women.	Albion, Orleans county.	Alice E. Curtin, Superintendent.	State Charities Law, §§ 220–233.	4th, 5th, 6th, 7th and 8th judicial districts.	Receives females who are between the ages of 16 and 30 years who is convicted of a misdemeanor, vagrancy, habitual drunkenness, being a common prostitute, or frequenting disorderly houses or houses of prostitution, and who are not insane, nor mentally or physically incapable of being substantially benefited by the discipline of the institution.
State farm.					
State Farm for Women..	Valatie, Columbia county.	John H. Mealey, Warden.	Laws of 1908, chap. 467.	Any part of the State.	Not yet open. Will receive women, not insane, over 30 years old, convicted of a misdemeanor or any lesser offense, and known to have been convicted at least five times during the two years immediately preceding.
State hospitals.					
State Hospitals for insane convicts and insane criminals. (Same as for men.)	.....	.....	Insanity Law, §§ 110–153.		

County penitentiaries. (Same as for men).....	.....	.....	Penal Law, § 2187.		
County jails. (Same as for men).....	.....	.....	Penal Law, § 2187.		
New York City institutions. City prison. (Otherwise same institutions as for men except that no women are committed to the Reformatory of Misdemeanants).	125 Sixth avenue.				
Private institutions. (See directory of State Board of Charities).					

SECTION 5.

PAROLE OFFICIALS.*

INSTITUTIONS FOR CHILDREN.

State Agricultural and Industrial School for Boys, Industry: Inmates are paroled by managers.

Parole Officers.

Arthur C. Sykes, Acting Protestant parole agent, Industry; territory — Cayuga, Livingston, Monroe, Ontario, Steuben, Seneca, Wayne and Yates Counties.

Charles E. Ewing, 12 Third Street, Troy; territory — Suffolk, Nassau, Queens, Kings, Richmond, Rockland, Sullivan, Westchester, Orange, Putnam, Dutchess, Ulster, Greene, Columbia, Schoharie, Albany, Rensselaer, Schenectady, Montgomery, Fulton, Saratoga, Washington, Warren, Hamilton, Essex, Clinton and New York Counties.

Charles H. Goff, 121 Franklin Street, Room 8, Buffalo; territory — Niagara, Orleans, Genesee, Erie, Wyoming, Chautauqua, Cattaraugus and Allegany Counties.

Lewis H. Mott, 1423 Cortland Avenue, Syracuse; territory — Franklin, St. Lawrence, Jefferson, Lewis, Herkimer, Oswego, Oneida, Onondaga, Madison, Otsego, Delaware, Chenango, Broome, Cortland, Tioga, Tompkins, Schuyler and Chemung Counties.

Don C. Manning, Industry, Catholic parole agent; territory — Cayuga, Livingston, Monroe, New York, Ontario, Seneca, Steuben, Wayne and Yates Counties.

House of Refuge for Boys, Randall's Island, New York City. Inmates are paroled by managers. Parole officers: Frederick C. Helbing, William C. O'Keefe, Xavier Bougiorno, Norman Dall and Theodore MacNulty, Randall's Island, New York City. No districts.

* See Appendix 4, Correctional Institutions.

State Training School for Girls, Hudson. Inmates are paroled by managers. Parole officers: Anna L. Gaffney and Lenna J. Craddock, Hudson.

Institutions for Adults.

Auburn Prison and Women's Prison, Auburn. Inmates are paroled by State Board of Parole.† Parole officer; William P. Powers, Auburn; territory — the State.

Clinton Prison, Dannemora. Inmates are paroled by State Board of Parole.† Parole officer: Edgar C. Farrington, Dannemora; territory — the State.

Sing Sing Prison, Ossining. Inmates are paroled by State Board of Parole.† Parole officer: Martin Gallagher; territory — the State.

State Reformatory for Men, Elmira, and **Eastern State Reformatory for Men,** Napanoch. Inmates paroled by board of managers of reformatories. Parole officers: Chief parole agent, H. B. Rodgers, 135 East 15th Street, New York City; A. G. Benedict, Assistant parole agent, 135 East 15th Street, New York City; Martin McDonough, Assistant parole agent, 19 Tupper Street, Buffalo,

House of Refuge for Women, Albion. Inmates are paroled by board of managers. Parole officer: Capitola Grinnell, Albion; territory — the State.

Reformatory for Women, Bedford. Inmates are paroled by board of managers. Parole officer: Miss S. A. Ellison, Bedford; territory — the State.

New York City Reformatory of Misdemeanants, New York City. Inmates paroled by Board of Parole of the New York City Reformatory of Misdemeanants, Thomas H. Minnick, Secretary, 148 East 20th Street, New York City. Parole officers: Andrew R. Bliss, 145 Wilson Street, Brooklyn, William H. Hogan, 585 East 180th Street, New York City, and James J. Flynn, 758 Jennings Street, New York City.

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† See Appendix 6, State Departments.

SECTION 6.

DIRECTORY OF CERTAIN STATE DEPARTMENTS.

State Board of Charities: Secretary, Robert W. Hebberd, The Capitol, Albany.

Inspects all State, county and municipal institutions of a charitable or eleemosynary character; State training schools and reformatories for children; reformatories for women; and the State farms for vagrants.

State Civil Service Commission: Secretary, John C. Birdseye, The Capitol, Albany; Chief Examiner, Harold N. Saxton.

Conducts civil service examinations for positions in the classified service of the State and counties; supervises and approves the actions of municipal civil service commissions.

State Department of Education: Commissioner, John H. Finley, The Capitol, Albany; Chief of Division of Compulsory Education, James D. Sullivan.

State Department of Health: Commissioner, Eugene H. Porter, The Capitol, Albany.

State Department of Labor: Commissioner, ——— ———, The Capitol, Albany. Bureau of Inspection, ——— ———; Division of Factory Inspection, ——— ——; Division of Homework Inspection, Chief Inspector, Daniel O'Leary; Division of Mercantile Inspection, Chief Inspector, James L. Gernon; Division of Industrial Hygiene, Chief Inspector, ——— ———; Industrial Board, Secretary, John R. Shillidy, Chairman, The Commissioner of Labor, member of board: Charles C. Floesch, Maurice Werthein, Pauline Goldmark, Richard Cullen.

Board has power to formulate an industrial code governing all places to which the labor law is applicable with respect to the lives, health and safety of all persons employed therein.

State Hospital Commission: Secretary, J. H. B. Hanify, The Capitol, Albany.

Supervises institutions for the care and treatment of the insane.

State Board of Parole: Members, The Superintendent of Prisons, The Capitol, Albany; Henry J. McCann, Albany, and William Townsend, Utica.

Acts on applications of prisoners in State prisons for release on parole; examines and reports to the Governor, with recommendations, concerning applications for pardon referred to it by the Governor.

State Commission of Prisons: Secretary, John F. Tremain, The Capitol, Albany; Chief Investigator, George McLaughlin.

Inspects and exercises general supervision over prisons, reformatories, penitentiaries, jails, workhouses, city prisons, and the State Farm for Women, to which sane adults, charged with or convicted of offenses, are committed; also inspects police stations and lockups.

State Probation Commission: Secretary, ——— ———, The Capitol, Albany.

(See page 9.)

Superintendent of State Prisons: Superintendent, John B. Riley, The Capitol, Albany.

Has general supervision of the management and discipline of State prisons and the State Farm for Women; maintains a bureau of Bertillon and finger-print records of prisoners in State prisons.

SECTION 7.

LITERATURE PUBLISHED BY THE STATE PROBATION COMMISSION.

(Arranged in chronological order)

Annual Reports.

First report of the State Probation Commission for the six months ending December 31, 1907. (217 pages, 1908.)

Out of print.

Second annual report of the State Probation Commission for the year ending December 31, 1908. (150 pages, 1909.)

Out of print.

Third annual report of the State Probation Commission for the year ending December 31, 1909. (216 pages, 1910.)

Out of print.

Fourth annual report of the State Probation Commission for the year ending December 31, 1910. (270 pages, 1911.)

Out of print.

Fifth annual report of the State Probation Commission for the year ending December 31, 1911. (426 pages, 1912.)

Sixth annual report of the State Probation Commission for the year ending September 30, 1912. (384 pages, 1913.)

Addresses, Leaflets and Pamphlets, Other Than Directories.

A study of Probation in Yonkers. (43 pages, 1907. Reprinted in First Report.)

Out of print.

Recommendation for a Chief Probation Officer in the Juvenile Court of Rochester. (10 pages, 1908. Reprinted in Second Report.)

Out of print.

Catechism of Probation, by Dr. Charles F. McKenna. (8 pages. Adopted as a publication of the Commission in 1908.)

Out of print.

Forms for Juvenile and Adult Probation with Suggestions as to their Use. (27 pages, 1908.)

Superseded.

Illustrative Cases of Probation. Taken from the Annual Report of the State Probation Commission for 1908. (4 pages, 1909.)

Advantages of Probation. (16 pages, 1909.)

County Probation Officers. (12 pages, 1909. Latest revised edition, December, 1912.)

How a Juvenile Court and Probation Save Children. (4 pages, 1909.)

Probation or Jail. (4 pages, 1909.)

What Probation Does; The Story of John. (4 pages, 1909.)

The Prosecution of Parents for the Delinquencies of Their Children, by Frank E. Wade. (Address at the 36th National Conference of Charities and Correction, 12 pages, 1909.)

Probation. An address by Edwin Mulready, Deputy Commissioner of the Massachusetts State Probation Commission. (Address at the Conference of Probation Officers held by the New York State Probation Commission, Albany, November 16, 1909, 8 pages, 1910.)

The Possible Co-ordination of the Correctional Institutions of the State of New York, by Dr. O. F. Lewis, Corresponding Secretary of the Prison Association of New York. (1909.) (Address at the State Conference of Charities and Correction, Albany, November 18, 1909, 17 pages.)

Proceedings of the First Conference of City Magistrates held by the New York State Probation Commission, Albany, December 10 and 11, 1909. (75 pages, 1910. Reprinted in Third Annual Report.)

Recommendations of the State Probation Commission to the Judges of the Court of General Sessions of New York County. (10 pages, 1910, Reprinted in Fourth Annual Report.)

Recommendations of the State Probation Commission Concerning a Juvenile Detention Home and a Woman Probation Officer in Syracuse. (11 pages. Reprinted in Fifth Annual Report.)

The Treatment of Delinquents Before and After the Institution. (Address by Arthur W. Towne, at the New York State Con-

ference of Charities and Correction at Watertown, October 19, 1911, 6 pages, 1911.)

Out of print.

The Treatment of Young Misdemeanants. (Address by Frank E. Wade, at the New York State Conference of Magistrates, Albany, December 8, 1911, 8 pages. Reprinted in the 1912 reports of the Prison Commission and of the Prison Association.)

Probation Rules of the City Court of Buffalo. (29 pages, 1911. Reprinted in Fifth Annual Report.)

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THIRTIETH REPORT

OF THE

State Civil Service Commission

COMMISSIONERS

JOHN E. KRAFT

WALTER C. BURTON

ELEK JOHN LUDVIGH

VOLUME I

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OF THE

STATE CIVIL SERVICE COMMISSION

STATE OF NEW YORK — EXECUTIVE CHAMBER.

ALBANY, *April* 14, 1913.

To the Legislature:

I have the honor to transmit herewith the Thirtieth Annual Report of the State Civil Service Commission.

(Signed) WILLIAM SULZER.

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REPORT

ALBANY, N. Y., *March* 31, 1913.

To the Governor:

The State Civil Service Commission hereby submits its Thirtieth Annual Report.

Meetings

The Commission has held two or more regular meetings each month throughout the year, alternating between Albany and New York. Meetings were also held at Buffalo, Syracuse and Rochester; and inspections were made at Albany, Amsterdam, Dunkirk, Fulton, Geneva, Glens Falls, Gloversville, Hornell, Hudson, Ithaca, Jamestown, Johnstown, Lackawanna, Little Falls, Lockport, Middletown, Mount Vernon, Newburgh, New Rochelle, North Tonawanda, Olean, Poughkeepsie, Rensselaer, Rome, Schenectady, Troy and Yonkers.

Municipal Commissions

The Commission continued its efforts during the year to encourage and assist officials of the smaller cities of the state toward a more practical and more efficient administration of the Civil Service Law. The municipal commissions, practically without exception, have shown so much appreciation of the State Commission's efforts in this direction that it has been deemed advisable to increase the number of employees in the Examinations Division by the appointment of an Assistant Chief Examiner, a considerable portion of whose time will be devoted to the interests of Municipal Commissions to the end that a more systematic administration of the Civil Service Law in cities of the second and third class may be brought about by the adoption of a model set of rules by uniform classification of the positions in the service of such cities by active co-operation and assistance in

conducting and rating municipal examinations. As a result of a competitive examination, Dr. Charles Hendricks, for six years past Secretary of the U. S. Civil Service Commission at St. Louis, Mo., and who was No. 1 upon the eligible list, was invited to assume the position of Assistant Chief Examiner, and entered upon his duties on November 11th; since which time he has been making an analysis of the rules of Municipal Commissions, the character of examinations for certain positions common to all the lesser cities of the State, and has already made visits to several cities, at all of which he found the city officials not only willing but anxious to co-operate more closely with the State Commission. If this work is actively pursued during the coming year it will undoubtedly result in greatly increased uniformity and efficiency, which will amply justify the employment of Dr. Hendricks even though his entire time may be required to adequately assist the municipal commissions.

A copy of the following letter was addressed to the Mayor, the secretary, and each member of the civil service commission of all the cities of the State, and the replies so far received indicate that the extension of this work by the State Commission is heartily welcomed.

ALBANY, *December* 23, 1912.

DEAR SIR.—The State Civil Service Commission has, during the past two years, made visits to a large number of the cities of the State, for the purpose of consulting with mayors, municipal civil service commissions and their secretaries, with a view to establishing more intimate and helpful relations with the State Commission. It is believed that the results of these friendly visits fully justify the time and labor necessary in making such visits to various parts of the State, and the State Commission feels much gratified with the friendly attitude and increased co-operation of all local officials in the endeavor to secure a more harmonious and rational application of the Civil Service Law and Rules in all the cities of the State.

In the hope of carrying this idea further, the State Commission has recently added to its force another employee,

whose particular duty it will be to aid any municipal commission in the State of New York with advice or assistance in regard to formulation of rules, the amendment of the same, preparation of schemes of examination and announcement thereof, and the preparation of questions and the rating of papers.

It is with the desire to be of every possible aid to all Municipal Civil Service Commissions that the State Commission has undertaken to make a special feature of this work. The new employee, Dr. Charles Hendricks, began his work on November 11, 1912, and it is hoped in the near future to address to you another communication along these lines, and, from time to time, to take such steps as may be necessary to keep in close touch with your local work so that every municipal civil service commission in the State may have the benefit of the knowledge and experience gained by the State Commission's organization during the nearly thirty years' period in which the State Civil Service Law has been in effect.

The State Civil Service Commissioners wish to take this opportunity of expressing their appreciation of your friendly attitude in the past, and earnestly request your cordial co-operation in the future.

Very respectfully yours,

JOHN E. KRAFT,
WALTER C. BURTON,
ELEK JOHN LUDVIGH,
State Civil Service Commission.

Attest: John C. Birdseye, Secretary.

Several conferences were held during the year with the municipal civil service commission and the Mayor of the city of Buffalo, regarding a reduction in the number of Commissioners from seven to three, and the appointment of an official examiner. While the State Commission believes that a commission of three members to be compensated for their services is preferable to a non-salaried commission of seven members, it did not appear to be expedient to urge such a change at this time, in view of the

fact that an official examiner is perhaps more important. The question regarding the size of the commission and the salaries to be paid could be more strongly urged after the official examiner has been secured. The State Commission therefore addressed the following letter to Mayor Fuhrman, and his reply thereto is appended.

ALBANY, *December* 18, 1912.

HON. LOUIS P. FUHRMAN, *Mayor of the City of Buffalo:*

DEAR SIR.— As a result of an investigation of the administration of the Municipal Civil Service Commission of the City of Buffalo held in November, 1910, the State Civil Service Commission recommended among other things the employment of an official examiner by the Buffalo Commission, which recommendation has never been acted upon. During the years 1911 and 1912, up to November 1st last, a period of twenty-two months inclusive, the Buffalo Commission conducted examinations as follows: 89 open competitive examinations with 3,061 applicants, 81 non-competitive examinations with 326 applicants, 42 provisional examinations with 66 applicants, 25 competitive promotion examinations with 1,104 eligibles, making a total of 327 examinations, including 4,557 persons. They also registered 1,768 laborers during this period. This great volume of examination work has been conducted by the Commissioners themselves with considerable success and but little criticism only because most of the present Commissioners have been long enough in office to acquire experience in examination work. Material changes in the personnel of the Commission would undoubtedly result in the unsatisfactory conduct of examinations until such time as a new Commission could by experience familiarize itself with the details of examination work. Buffalo is the only city of the first and second class in the State which endeavors to administer the Civil Service Law without the services of a salaried examiner. The State Civil Service Commission is very strongly of the opinion that a paid examiner should be added to the office

staff of the Buffalo Civil Service Commission at the earliest practicable date and urgently recommends your active and earnest co-operation to this end, confident that the results in improved administration of the Civil Service Law in your city will fully justify the expenditure in the minds of the citizens of Buffalo.

Yours very respectfully,

JOHN E. KRAFT,
WALTER C. BURTON,
ELEK JOHN LUDVIGH,
State Civil Service Commission.

Attest: JOHN C. BIRDSEYE, Secretary.

BUFFALO, *December* 24, 1912.

MESSRS. JOHN E. KRAFT, WALTER C. BURTON, ELEK JOHN LUDVIGH, *State Civil Service Commission, Albany, N. Y.:*

DEAR SIRS.— I am in receipt of your letter of December 18, 1912, for which I thank you. I assure you that I shall give it the consideration which it certainly deserves.

Yours very truly,

LOUIS P. FUHRMAN,
Mayor.

The inspection of municipal commissions during the year 1912, supplementing those of 1911, cover practically every city in the State. No irregularities were disclosed by the inspections during the year, but the need for closer working relations between the State and local commissions was emphasized in many cases, as it was by some of the inspections made in 1911.

Litigation

The action of the State Commission was sustained by the courts in every litigation decided during the year 1912 to which it was a party with one exception, that of Richard S. Steves. This was a mandamus proceeding to revoke the classification by the State

Civil Service Commission of the chief clerk in the office of the Commissioner of Records, county of Kings, in the exempt class. The writ was denied at Special Term on the authority of the People *ex rel.* Schau *v.* McWilliams (185 N. Y. 92). The appeal from this order was heard by the Appellate Division of the Third Department, and finally the resolution of the Commission classifying the position in the exempt class was revoked, one justice of the Appellate Division dissenting. The Court of Appeals affirmed this order of the Appellate Division at its term in November, 1912.

The following is a brief reference to each case:

THE PEOPLE OF THE STATE OF NEW YORK ex rel. WERNER v. PRENDERGAST, as Comptroller.

This was a mandamus proceeding brought to determine whether or not the Board of Elections was subject to the municipal civil service commission or to the State Civil Service Commission. The Appellate Division of the Third Department determined, by a divided court of three to two, that they were subject to the State Civil Service Commission. On appeal to the Court of Appeals, that court reversed the decision of the Appellate Division and unanimously determined that the employees of the Board of Elections of the city of New York were subject to the municipal civil service commission.

THE PEOPLE OF THE STATE OF NEW YORK ex rel. FRED L. MERRITT v. THE STATE CIVIL SERVICE COMMISSION.

This was a mandamus proceeding which sought to revoke the resolution of the Civil Service Commission which classified the position of stock transfer tax examiner in the exempt class. The Appellate Division of the Third Department reversed the order made at Special Term, revoking the classification of the Commission (145 A. D. 662). This case was appealed to the Court of Appeals at its term in January, 1912, which unanimously affirmed the determination of the Appellate Division, refusing to disturb the classification (204 N. Y. 626).

The People of the State of New York ex rel. W. Holden Weeks v. The State Civil Service Commission.

This was a proceeding of mandamus brought to revoke the classification by the State Commission of the position of transfer tax appraiser in the exempt class. The Appellate Division of the Third Department reversed the order of Special Term which revoked the classification of the Commission and refused to disturb the classification of the Commission (147 A. D. 403). An appeal was taken by the relator to the Court of Appeals, but this appeal was dismissed by the Court of Appeals on the ground of lack of jurisdiction (205 N. Y. 285).

The Matter of William W. Farley, State Excise Commissioner, v. The State Civil Service Commission.

In this proceeding it was sought to revoke the classification of the Commission of the position of special agent in the New York Department of Excise in the competitive class. The Appellate Division of the Third Department unanimously affirmed the decision at Special Term, refusing to disturb the classification of the Commission (147 A. D. 929). The Court of Appeals unanimously affirmed this decision of the Appellate Division (204 N. Y. 675).

The People of the State of New York ex rel. John H. Campbell v. The State Civil Service Commission.

This was a mandamus proceeding brought by the relator to review a classification of the State Civil Service Commission of the position of assistant superintendent in the office of the Commissioner of Records, county of Kings, in the exempt class. The writ of mandamus was denied at Special Term, on the authority of the People *ex rel.* Schau *v.* McWilliams (185 N. Y. 92). The appeal from this order was heard by the Appellate Division of the Third Department in January, 1912, and the re-argument was held at its term next following in March. The Appellate Division finally affirmed the Special Term order by a divided court of 3 to 2. An appeal was taken to the Court of Appeals, which court during its November, 1912, term, affirmed the order of the Appellate Division.

THE PEOPLE OF THE STATE OF NEW YORK ex rel. SIMONS v. THE STATE CIVIL SERVICE COMMISSION AND THE MUNICIPAL CIVIL SERVICE COMMISSION OF THE CITY OF NEW YORK.

This was a proceeding which sought to revoke the classification by the municipal civil service commission in the competitive class, of the position of probation officer in the Court of Special Sessions of the city of New York. The Court of Appeals in January, 1912 (204 N. Y. 253), reversed the decision of the Appellate Division of the Second Department, revoking the classification of the Commission and held that such classification by the Commission of the position in the competitive class should not be disturbed.

THE PEOPLE OF THE STATE OF NEW YORK ex rel. JOHN MILLER v. THE STATE CIVIL SERVICE COMMISSION.

This was a proceeding of mandamus to revoke the re-classification by the State Civil Service Commission of the position of examiner of transfers of stock in the Comptroller's office. This involves the same question as the case of the People *ex rel.* Fred L. Merritt *v.* The State Civil Service Commission (*supra*). However, in this case, an alternative writ of mandamus was issued without notice. A demurrer was interposed by the State to this writ on the ground that the writ did not state facts sufficient to constitute a ground of action. This demurrer was sustained at Special Term of the Supreme Court, Albany county. An appeal was taken by the relator to the Appellate Division of the Third Department, where it is now pending.

THE PEOPLE OF THE STATE OF NEW YORK ex rel. CHARLES F. MURPHY v. THE STATE CIVIL SERVICE COMMISSION.

This was a proceeding of mandamus to revoke the classification by the Civil Service Commission of the position of transfer tax examiner in the Comptroller's office, in the exempt class. This involves the same classification as the case of the People *ex rel.* W. Holden Weeks *v.* The State Civil Service Commission (*supra*). However, an alternative writ was issued in this case, without notice, to which a demurrer was interposed upon the

ground that it did not state facts sufficient to constitute a cause of action. The demurrer was sustained at Special Term and appeal taken to the Appellate Division of the Third Department. However, this appeal was discontinued September 27, 1912.

Legislation

Numerous bills were introduced in both houses of the Legislature to amend various provisions of the Civil Service Law, but there were no amendments of importance enacted into law.

Classification

There was no further extension of the Civil Service rules to the county and village service. The seventeen counties now under the rules embrace all those at present large enough to warrant the application of the rules. The results in the seven villages to which the rules have been applied for the past three years do not warrant their further extension to villages. Thirty-five positions in twenty different departments were transferred from the exempt to the competitive class, and eleven non-competitive positions in three different departments were transferred to the competitive class.

Examinations

The volume of work in the examinations division taxed to the fullest extent the capacity of the existing staff and precluded the possibility of instituting any new lines of work, such as the investigation of experience statements contained in the application blanks of candidates, or the adoption of some uniform system of efficiency records. Both of these propositions are of vital importance to the further development of the merit system and adequate appropriations should be made by the Legislature for the additional employees necessary to undertake this new work.

Change of Residence of Eligibles

Many complaints having been made that certain eligibles changed their residence in order to secure a better position on the eligible list for appointment in another county, it was deemed advisable to amend the rule permitting the transfer of a name

from one county to another after three months' residence in so far as the counties comprised in New York city are concerned. The rule was amended to require six months' residence and eligibles whose names are so transferred are required to prove the bona fide character of their residence before appointment.

Office Facilities

The detail work of the Commission has been for years past carried on in very inadequate offices. A determined effort was made late in 1911 to secure two adjoining rooms formerly occupied by the Forest, Fish and Game Commission. In the summer of 1912 these rooms became available and were assigned to the examinations division, thus relieving the former overcrowded condition and greatly facilitating the work of both the examinations and administration divisions. With some additional space for the storage of records the office accommodations of the Commission are sufficient for some years to come.

Retirement

The question of retirement is becoming more pressing each year and some serious consideration must be given the entire subject in the near future. The Legislature might well create a special commission, or authorize the State Civil Service Commission to institute an inquiry and submit recommendations for a comprehensive retirement scheme.

Respectfully submitted,

JOHN E. KRAFT,
WALTER C. BURTON,
ELEK JOHN LUDVIGH,
State Civil Service Commission.

CHIEF EXAMINER'S ANNUAL REPORT

ALBANY, N. Y., *January* 6, 1913.

To the State Civil Service Commission:

GENTLEMEN.— The Chief Examiner respectfully submits the following report for the calendar year 1912.

We have now completed a period of twenty-nine years since the enactment of the New York State Civil Service Law, and it will be, perhaps, not inopportune to briefly review the situation as we stand at the beginning of the year 1913.

There is no doubt that the so-called spoils system is losing ground; that the merit system of appointment and promotion in the civil service of the State and nation has come to stay and is growing in favor and gaining adherents year by year. No other interpretation can be placed on the attitude of the three great political parties. Although their platforms may differ on the tariff, the Philippines, trusts, the currency and other matters, it is a very significant fact that they are unanimous in declaring in favor of strengthening the merit system. What can this mean, other than that the great majority of the people of the United States believe in the merit system and that they demand its extension and enforcement? The attitude of the three leading candidates in the last presidential campaign and the three leading candidates for governor in the State of New York surely reflects the temper of the people.

It has been well said that the school house does not make the school and that the meeting house does not make the church. The soul of an institution lies in the character and attainments of the men who control it. So, while the efficiency of a state government may be, to a degree, symbolized in the architecture of its buildings, yet it is the ability of its officers and employees, and that alone, which gives guaranty of efficient service. Granted

this, the all important question is how to secure employees of ability, and we reply, "By open competition, to the end that the best shall serve the state."

Having secured appointees who give promise of efficient service, how shall we make certain of retaining their services? We reply, "By paying adequate salaries and by offering prospect of promotion in pay and responsibility commensurate with their services." How can such problems be best studied and solved? Right here there will no doubt be a difference of opinion, but many close observers hold that these matters can best be studied and solved by a civil service commission of three members who are paid adequate salaries. Men of experience in public affairs and business life should be selected for membership on Civil Service Commissions, and they should be paid salaries large enough to justify the devotion to the work of sufficient time and energy to acquire a thorough understanding of the many difficult problems which arise. There are many who advocate the appointment of men to do work of this character without salary, believing that, by attaching a salary to the position of Civil Service Commissioner, it is thereby made a "job," and that it then becomes attractive to the mere place hunter. There is, of course, room for legitimate difference of opinion on this point, but, after careful consideration and after having been in touch for some years with National, State and Municipal Civil Service Commissions, I am of the opinion that, in this case as in all others, the laborer is worthy of his hire, and that nowadays men should not be expected to devote much time and energy to a service for which they are not adequately compensated.

As has been previously mentioned, the attitude of public men, the declarations of party platforms and the present status of the merit system indicate no revulsion against that system; on the contrary its maintenance practically intact under trying circumstances shows that Civil Service Reform is not only holding its own but has secured a hold on the public which renders a debauchment of the service impossible.

Summing up the situation in the State of New York in regard to the merit system, it would seem:

First. Without important changes in our present system of State government, certain higher positions must remain unclassified or exempt.

Second. The Civil Service Commission as now organized and equipped is ready and able to hold examinations for any class of positions.

Third. That a number of newly created positions and others in the exempt class will eventually be returned to the competitive class.

Fourth. That amendments to the law are desirable to strengthen the Commission and to restrict the exempt class.

Up to 1896, the activities of the State Civil Service Commission were very much restricted and the volume of work was comparatively small. The two positions of Chief Examiner and Secretary were provided for in the original law, the former at a salary of $3,600 per annum, and the latter at a salary "to be fixed by the Commission." The salary of the Secretary, in 1884 and 1885, was $1,000; from 1886 to 1890, inclusive, the salary was $1,500; 1891 to 1897, $2,000; on December 1, 1897, it was made $3,000; on October 1, 1905, $3,300; on October 1, 1906, $3,600; on October 1, 1909, $4,000. The salary of the Chief Examiner has never been increased.

The position of Chief Examiner seems, in the law, to have been considered the most important position under the Commission and the position was treated, as nearly every other important position in the state service was treated for years, as a political "plum"; the incumbent was changed with every change in the political complexion of the Commission. There have been but three Secretaries up to the present time, while there have been eight Chief Examiners. During the period of over sixteen years from March 1, 1884, to September 1, 1900, Mr. Clarence B. Angle held the position of Secretary of the Commission, while, during the same period, there were seven different Chief Examiners, viz.: Silas W. Burt, Edgar M. Jenkins, James E. Morrison, William Potts, John B. Riley, Thomas Carmody, and Charles S. Fowler.

As as been remarked, up to 1896 the position of Chief Examiner was regarded as legitimate political spoils and the incumbents of the position were neither required nor expected to reside in Albany or to devote their entire time to the position, from two to four days per week in Albany being amply sufficient for the handling of the work.

With the exit of the Democratic administration of Governor Flower and the reorganization of the Commission by Governor Morton in 1895, the problem of the selection of a Chief Examiner to succeed Mr. Carmody became somewhat difficult, not to say embarrassing, and it was finally decided by the Commission, composed of Willard D. McKinstry, Republican; Willard A. Cobb, Republican; and Silas W. Burt, Democrat, to hold an open competitive examination for the position.

This was probably the first time in the history of the movement in the United States that an open competitive civil service examination was ever held for an important executive position with a salary as large as that provided for the Chief Examiner. As a result of this examination the Commission appointed Mr. Charles S. Fowler on January 1, 1896, and he held the office for more than thirteen years, voluntarily resigning to accept a more lucrative position.

With the appointment of the new Chief Examiner (who was required to live in Albany and to devote his entire time to the work) the real development of the Civil Service in this State takes its beginning, and in the single year 1896 the number of candidates examined equalled one-half the total number of those examined in the entire twelve years' history of the Commission's work from 1884 to 1895, inclusive. The figures are as follows:

Total number examined twelve years, 1884 to 1895, inclusive, 15,981.

Number examined 1896, 7,527.

The following table shows the growth of the examination work since the beginning.

Table showing the total number of candidates examined, by periods of six years each:

PERIOD	Number examined
1884–1889 (six years)	5,267
1890–1895 (six years)	10,836
1896–1901 (six years)	33,552
1902–1907 (six years)	51,544
1908–1912 (five years)	76,896
Grand total	178,095

Growth of the Classified Service

Table showing the number of positions in the classified service at the end of the years mentioned:

1889	3,219
1895	3,778
1901	9,205
1907	12,941
1912	17,022

The enactment of the law requiring the Civil Service Commission to certify pay-rolls, and the vast increase in examinations and certifications has caused a gradual growth in the number of employees of the Commission, until now they are twenty-four in number.

In view of the vast increase in the number of classified positions and the number of candidates examined, together with the growth of the Commission's work along other lines as evidenced by the growth in the number of the Commission's employees, might there not be demanded by the present situation some changes in the fundamental principles set forth in the Civil Service Law?

In the early years of the Commission when there were comparatively few positions in the classified service, requiring but few examinations and in which only a limited number of competitors were examined, there was very little work to be performed and the Commissioners did not need to meet often, but in 1912 the situation is entirely different. The work devolving upon the Commission is so extensive and varied that frequent meetings are required, to which the Commissioners must devote

much time and attention, and it certainly seems that at least one Commissioner should devote his entire time to the work and receive an adequate salary, say not less than $5,000 per year.

The work devolving upon the State Civil Service Commission is just as important as that of any other department; it touches the work and personnel of every department, office and institution in the State, and it requires careful study and considerable experience to become familiar with the work. Is it reasonable to suppose that, under these conditions, the best interests of the State are served by frequent changes? It would seem not, and therefore the Civil Service Law should be amended by giving the Commissioners a definite term, say six years, one term to expire every two years on December 31st.

There is no better time to agitate this question than now when a new Governor has been inaugurated and new Commissioners appointed, for it cannot be said that this move is an attack on either the new Governor or the Commissioners. At any rate, it is certainly wise to have a fixed tenure of office so that a man may know just how long he is to serve the State, subject of course to removal should he fail in the performance of his public duty. Indeed, it would be well if the same law could be made to apply to municipal as well as State Civil Service commissionerships, to the end that no charge could ever be made that they were merely partisan arms of the administration.

The New York State Civil Service Law contains the following provision:

> The civil service of the state and of each of its civil divisions and cities shall be divided into the unclassified service and the classified service. The unclassified service shall comprise all elective offices, all offices filled by election or appointment by the legislature on joint ballot; all persons appointed by name in any statute; all legislative officers and employees, all offices filled by appointment by the governor, either upon or without confirmation by the senate, except officers and employees in the executive offices; all election officers, the head or heads of any department of the government, and persons employed in or who seek to enter the public service as superintendents, principals or

teachers in a public school or academy or in a state normal school or college.

It will thus be seen that the Commission cannot apply the competitive system to the employees of the legislature, to the principal appointees of the Governor, or the head of any department. Without an amendment of the present law, it would be impossible to classify as competitive the officers mentioned above. Turning to the classified service, we find the following mandatory provision regarding exemptions:

> The following positions shall be included in the exempt class:
>
> 1. The deputies of principal executive officers authorized by law to act generally for and in place of their principals;
>
> 2. One secretary of each officer, board and commission, except civil service commissions, authorized by law to appoint a secretary;
>
> 3. One clerk, and one deputy clerk if authorized by law, of each court, and one clerk of each elective judicial officer.

It will also be seen, therefore, that the Commission has no discretion as to the exemption of the above classes of positions; and there also follows, in the section above referred to, the provision that there shall also be included in the exempt class "all other subordinate offices for the filling of which competitive or non-competitive examination may be found to be not practicable."

This feature of the present Civil Service Law is the one which has involved the greatest amount of controversy and most frequently invites criticism; it is a provision which gives to the Commission complete discretionary power in the matter of classification of positions, or, in popular language, the power to "exempt." Under leading decisions of the courts the Commission has absolute discretion in the matter of classification and as the law now stands there seems to be nothing to prevent the complete extinction of the competitive class and the entire abolition of competitive examinations. It is submitted that such a situation ought not to exist. It may be granted that no Civil Service Commission would be base enough to betray the system by such action, but the mere mention of such a possibility ought to sug-

gest its remedy. The discretionary power of the Commission over the matter of classification ought to be very much abridged by amendment to the law, and such action would take from the Commission a responsibility which should be a welcome relief.

Many of the higher positions in the State service have been placed in the exempt class on the ground of the impracticability of competition, or, rather, it should be said that this action has been taken in the past in many cases because appointing officers have felt that competition, in the old form of a purely written examination, would not bring satisfactory results. It is true that, in many important positions, the element of personality, experience and record of personal achievement, as giving promise of future efficiency, are of very great importance, and appointing officers have taken the ground that *they* were better able to select employees with these qualifications than the Civil Service Commission. But with the introduction of more rational and business-like methods of examination, it has been found possible to fill satisfactorily higher State positions which it was formerly taken for granted should be in the exempt class, and there is no doubt that the improvement in methods of examination has been, to some extent, a factor in keeping down the number of exemptions.

With regard to the classification of heads of departments, there is probably no division of opinion. They should, under our present form of State Government, undoubtedly be, as they are, in the unclassified service, and the only method by which these positions could be included in the competitive class would be by a radical change in governmental policy.

Former Governor Charles E. Hughes advocated a reduction in the number of elective State officers and that the Governor and Lieutenant-Governor only should be elected at the general election, by the people of the State, and that the State officers now elective, five in number: Comptroller, Attorney-General, State Engineer, State Treasurer and Secretary of State, should be appointed by the Governor, such appointive officers to constitute a cabinet, in the manner now obtaining under the Federal Government. If this should be done, many independent departments, boards and commissions, which now number more than thirty-five

important separate establishments, besides others, could be subordinated to an appropriate cabinet officer, with the probable result of increased efficiency and lessened cost of supervision, but under our present system of State Government, it would appear to be idle to discuss the extension of the competitive system to heads of departments and principal deputies.

The great problem at the outset of Civil Service administration was the proper classification of positions and the holding of proper examinations. These problems at the present time are not so difficult and they have in a large measure been satisfactorily solved, but there remain the problems of internal administration of the service which require careful study. The problems now confronting the Commission are promotion, retirement and removal.

The present law in no way restricts the general power of removal, except as to veterans. A latent power for evil exists here, as there is now nothing to prevent the removal of an employee, no matter how long and faithful his service. It may be argued that this is seldom done; granted, but it is the exception which proves the rule and there should be no possibility of the unjustifiable removal of a public servant. The law should vest in the Civil Service Commission a power of review of removals and a power of reinstatement in proper cases subject to court review.

Other questions crowd into this field of activities. The adoption of some retirement scheme is sure to come in the near future, both in State and Nation; this will present many important questions for Civil Service Commissions to handle: the number of applicants for examination will probably largely increase; the matter of physical qualifications of candidates will become of prime importance and will require strict inquiry. The questions of removal from the service, reduction and promotion must be subject to very close supervision and the employee's rights most carefully guarded.

Then it has also occurred to me that the relation of public education to the civil service system should be most carefully studied: Can there not be a systematic co-ordination of our school system and the civil service system? It has been said that the State of

New York carries the examination idea to the extreme. Through a system of examinations pupils are graduated from the grammar schools and admitted to the high schools; upon passing successfully the required examinations they graduate from the high school. An academic diploma is required for admission, for example, to the study of medicine; at the end of the course the student is examined for graduation and then, if he desires to practice medicine in this State, he must take an examination for license, and on top of all this, if he desires to serve the State in the capacity of physician he is usually required to compete in another examination for the appointment to which he aspires. I have no suggestion to make in this connection. I leave it for those more competent and with more time at their command to study out a plan for the inter-relation of public education and public employment.

The proper and equitable disposition of promotions is the most difficult proposition which confronts the Chief Examiner. While it may be conceded that a system of promotions, based solely on merit, should form a part of a well-balanced civil service system, it is a most difficult thing, in practice, to devise such a system and put it into effect. The Civil Service Commission should undoubtedly be in a position to put a check upon inequitable promotions, but it is doubtful whether many promotion examinations yet held have served to really assist the head of the department in arriving at a conclusion as to who should receive the promotion.

The only cases in which promotion examinations have seemed to work well from the Chief Examiner's point of view are the examinations held for promotion from one engineering grade to the next higher.

In my report for 1911 I stated that 33 promotion examinations were held during the year in which three or fewer candidates competed, whereas 506 persons entitled to compete were notified to appear for examination. The same condition existed in 1912; many examinations were held in which three or fewer competitors were examined, showing that in many cases of so-called "competitive" promotion examinations, competition was entirely eliminated.

Governor Sulzer's reference to promotions in his recent message

is a recognition of the fact that an important work remains to be done in this connection. He recommends:

> That the State Civil Service Commission initiate constructive work along the line of standardizing promotion examinations, by introducing and maintaining efficiency records of all competitive employees; and request the cooperation of the heads of departments with the Civil Service Commission, in enforcing the present rules or any supplementary ones which the State Commission may adopt to carry this plan into effect.

Before the general promotion rules can be made to operate satisfactorily, there must be a reclassification of positions and a readjustment of salaries on the basis of character of work performed.

It seems to me that when a higher position becomes vacant, if there is some one in the same department or institution who is qualified for the higher position, he should, under rules and regulations prescribed by the State Civil Service Commission, be promoted to the higher position. But the lines of promotion in a department or institution should not be absolute; if men better qualified are to be found in other departments or institutions, then the civil service rules should provide for a competitive promotion examination or some other method for obtaining the best qualified man for the place. Executives are born, not made, and the line of promotion should not be iron clad: appointing officers should not be absolutely restricted in the selection of men to fill important positions, yet competent men in the service should be afforded an opportunity to rise not only in their own departments, which often present a very restricted field, but by being allowed to compete for promotion to higher positions in other departments. An appointing officer, the head of a department, should have in mind the good of the service; no considerations of a personal nature should influence him in the selection of subordinates, yet he has but a limited view of the field of departmental employment. The State Civil Service Commission should be a clearing house of information regarding the personnel of the service in all departments, and with this knowledge it should be

the province of that Commission to decide the method of filling a particular vacancy.

There are also cases in which it seems advisable to bring in new material from outside the service to fill important positions; an infusion of new blood sometimes stimulates the entire system. Where such a situation arises it should be promptly met by the Civil Service Commission, using a wise discretion as to the adoption of this or that method. Certainly it is inadvisable to invariably fill positions by promotion: for instance, the standard of a service would inevitably be lowered by filling every clerical position by the promotion of messengers.

These questions require very careful study by broad minded men with an intimate knowledge of departmental requirements and an equally intimate knowledge of the personnel of the service. As suggested above, the State Civil Service Commission should be a clearing house of information regarding these subjects and the time will surely come when departmental heads will be anxious to avail themselves of the disinterested advice of the State Civil Service Commission, not only as to the best method of filling a particular vacancy, but as to any way of improving the service in their departments.

From time to time indications are apparent that the number of appointments from eligible lists is lessened by the appointment of laborers without examination. It may be that in most cases these appointments are made in conformity with the rule that such appointments shall be for the performance of "mere unskilled labor" only (see Civil Service Rule 1, section 14, and Rule 22, section 1), but it is submitted that a compliance with the spirit, if not the letter, of the law would suggest the appointment to such positions of persons from some appropriate list, if persons can be found thereon willing to accept, while the employment of laborers to do the work of classified positions would seem to be a violation of the Civil Service Rules.

The policy of holding oral examinations when practicable has been continued. Such tests have been included in the following examinations: Medical Superintendent, Matteawan State Hospital for Insane; Guard, State Agricultural and Industrial School, Industry; Inspector of Hulls, Department of Public

Works; Assistant Secretary, State Probation Commission; Assistant Examiner, Insurance Department.

Oral examinations continue to justify their adoption, and purely written examinations are being more freely criticized each year. Attention is frequently drawn to their untrustworthy character and unsatisfactory results, when applied to positions requiring experience, tact, judgment, and executive ability.

The following is an editorial from the Albany Knickerbocker-Press of December 13, 1912:

> Addressing a convention of teachers at Philadelphia recently, President Lowell of Harvard University pointed out the ineffectiveness of written examinations at schools in determining the quality of the student's learning. The examination rather indicates the student's knowledge of unrelated facts which he happens to remember. It is not always the brightest pupil who stands highest in his examinations. It is not always the pupil who is getting the most out of school that will be of value to him in after life who can remember in what year Cæsar crossed the Rubicon, or the date of the battle of Waterloo. What is true of the ordinary school examination is true of the bar examination and it is strikingly true too of most examinations *for the civil service.* In all examinations to test the quality of education and general knowledge some of the poorest applicants pass with high averages, while some of the better applicants flunk. It is possible that an oral examination would be better than a written test in most cases, but if the oral examination were substituted almost as much would depend upon the examiner as upon the one examined. If the examiner were competent he might get the mental bearings of the examined by an oral test much more clearly than by any written test. * * *

Character and Experience Investigations

During the past few years the scope of many examinations has been changed by including an experience rating which has a very important bearing on the candidate's general average standing, having in some examinations a weight of fifty per cent. of the

total rating. In view of the importance of the candidate's statements as to his own experience, it seems that there should be some investigation of these matters in order to verify such statements. To do this in all examinations in which experience is rated, a large amount of clerical work will be necessary and much correspondence will be required, and it is conceivable that in many cases personal inquiry and investigation must be made; all this demands additional assistance and an increased force in the examinations division, and the Chief Examiner earnestly recommends that the Legislature be urged to allow an additional examiner at $1,500 per annum. The work to be performed by this additional employee might also include an investigation of the character of each eligible within reach of certification for appointment.

The matter of appeals from ratings in examinations was referred to in the 1911 report and the Chief Examiner there recommended the adoption of new regulations to cover this feature more fully; these recommendations were not acted upon by the Commission, and their adoption is again urged.

The following amendments to paragraphs 4, 5 and 6 of Regulation VI are suggested:

> 4. As soon as practicable after the filing of the report of a competitive examination, the Secretary shall notify each candidate therein of the rating he has received and, if such rating be above the required minimum, of his comparative standing. Any candidate receiving such notice may personally inspect his examination papers in the presence of any officer of the Commission.
>
> 5. No examination paper or any part thereof and no record of the results of a physical test or any other record or statement rated as part of an examination or in connection therewith shall be subject to review, alteration or rerating after the marks of the examiners have been registered or attested as required hereunder; except that the Commission, at any time within a year from the date of the report of an examination, may correct any manifest error or mistake of marking or rating appearing in any such paper or

record, such correction in any case to be without prejudice to the status of any person previously certified or appointed as a result of such examination.

6. No change in rating as indicated in paragraph 5 shall be made at the instance of any competitor except upon formal written appeal submitted by the competitor personally whose appeal must be made within fifteen days after the receipt of his notice of standing, such appeal to be in writing, specifying particularly the cause of complaint. The Commission shall appoint a committee on appeals, consisting of one commissioner, to whom all appeals, together with the report of the chief examiner or technical examiner relative thereto shall be referred, and who shall report thereon at the next meeting of the Commission. Such appeal shall be considered as opening all of the competitor's papers for review, whether resulting in a higher or lower average standing.

The Chief Examiner also recommends the adoption of the following regulation:

No change in rating shall be made as the result of an appeal unless it would affect the competitor's relative position on the eligible register.

Governor Sulzer's reference to the State Civil Service Commission's work in his recent message to the Legislature is as follows:

The State Civil Service Commission, in my judgment, should continue its efforts to bring about a more systematic administration of Civil Service laws in the cities of the second and third classes, by the adoption of a model set of rules, by uniform classifications of positions in the service of such cities, and by co-operation and assistance in conducting and rating municipal examinations.

The relations between the State Commission and the municipal commissions have, in the past, not been close. The work of municipal commissions in smaller cities has been in many cases perfunctory, unintelligent and in a few instances characterized by neglect, inefficiency or even something worse. We have taken up

this question in a practical way by the assignment of an examiner to take charge of this work, to bring about a closer relation with municipal commissions, so as to be of assistance to them in their work.

On December 23, 1912, the following letter was sent to mayors, Civil Service Commissioners and secretaries in all second and third class cities and to some of the first class cities:

> The State Civil Service Commission has, during the past two years, made visits to a large number of the cities of the State, for the purpose of consulting with mayors, municipal civil service commissions and their secretaries, with a view to establishing more intimate and helpful relations with the State Commission. It is believed that the results of these friendly visits fully justify the time and labor necessary in making such visits to various parts of the State, and the State Commission feels much gratified with the friendly attitude and interested co-operation of all local officials in the endeavor to secure a more harmonious and rational application of the Civil Service Law and Rules in all cities of the State.
>
> In the hope of carrying this idea further, the State Commission has recently added to its force another employee, whose particular duty will be to aid any municipal commission in the State of New York with advice or assistance in regard to formulation of rules, the amendment of the same, preparation of schemes of examination and announcement thereof, and the preparation of questions and the rating of papers.
>
> It is with the desire to be of every possible aid to all municipal civil service commissions that the State Commission has undertaken to make a special feature of this work. The new employee has begun his work and it is hoped in the near future to address to you another communication along these lines and, from time to time, to take such steps as may be necessary to keep in close touch with your local work so that every municipal civil service commission in the State may have the benefit of the knowledge and experience gained by the State Commission's organization during the nearly

thirty years' period in which the State Civil Service Law has been in effect.

The State Civil Service Commissioners wish to take this opportunity of expressing their appreciation of your friendly attitude in the past, and earnestly request your cordial co-operation in the future.

It is hoped that the State Commission can secure the active co-operation of every municipal commission in second and third class cities, so that we may be constantly advised of the condition of their work and offer assistance whenever needed.

Section 11, of the law, referring to the duties of municipal civil service commissions and the general supervisory authority which may be exercised by the State Civil Service Commission with reference to their work, contains the following specific provision:

> It shall be the duty of such persons to make reports from time to time to the state commission, whenever said commission may request, of the manner in which this law, and the rules and regulations thereunder, have been and are administered, and the results of their administration in such city, *and of such other matters as said commission may require* * * *.

The underscored words of the above give the State Commission full authority to require municipal commissions to comply with any reasonable rules which the State Commission may adopt concerning the details of their work, and in this connection the State Commission could by rule require municipal commissions to submit in addition to what is now required, the following:

a. Submission at least five days in advance, of publication of notice of examinations to be held, together with subjects and weights;

b. Copies of full reports of examinations, showing number of applications filed, number of candidates examined, number passed, number failed, copies of eligible registers established;

c. Copies of certifications made from eligible lists with notices of appointments made therefrom.

If this procedure is adopted, opportunity will be given for the immedate correction of any irregularity, and will keep the Commission in close touch with the work of each local commission.

Visits of inspection to various third class cities of the state have been made by one of the employees of this division, and special attention is called to his observations in regard to their work. In a report dated December 23, 1912, he calls attention to the fact that many of the local commissioners are not, for one reason or another, sufficiently familiar with their work. He says:

> This is due to the fact that they have very little civil service business to transact; that they frequently do not meet oftener than once or twice a year; that their rules are in many cases antiquated; * * * and that their membership is changed every year or two.
>
> A great improvement could be effected by requiring at least quarterly meetings, a revision of their rules every three years, frequent reports to the State Commission * * * uniform examinations for cities of the same class for many of the more common positions such as patrolman and fireman, and the fixing of a three years' term for local commissioners with one expiring each year.

Especial attention is called to his recommendation that municipal civil service commissioners be appointed for a fixed term of three years. The Chief Examiner believes that this goes to the root of the matter and urges the State Civil Service Commission to recommend to the Legislature an amendment to the law limiting the municipal commissions to three members, appointed for three year terms, one term to expire yearly on December 31st, except in New York City where the terms of commissioners should be six years, as recommended in case of the State Civil Service Commission.

An inspection of the volumes of eligible lists kept by the Secretary discloses the fact that a considerable number of examinations are held each year, and eligible lists established, without appointment therefrom. Volume 13 shows that in 1910 there were established twenty-eight eligible lists each containing three or more names from which no appointments were made.

It is suggested that this matter be investigated, as the holding of examinations when no appointments result would seem to be an unnecessary burden on the examinations division.

At the meeting of the National Civil Service Reform League, held at Milwaukee, Wisconsin, December 5 and 6, 1912, the Chief Examiner was present and by invitation read a paper on "The Application of the Merit System to Higher State Officers." This paper will be published in the proceedings of the Association.

At this meeting the Chief Examiner had the pleasure of meeting the Chief Examiner of the Wisconsin State Commission, as well as Civil Service Commissioners from the States of Illinois and Wisconsin, the city of Chicago, and others interested in the work. A specially interesting feature was a conference of several gentlemen present with a delegate from Cleveland, Ohio, who was charged with the duty of drafting a civil service law for the State of Ohio conformably with the new constitution adopted last fall by the people of that State in an election in which the Civil Service provision of the constitution was adopted by a majority of over 100,000 votes.

The proposed Ohio law, like the present Illinois law, will make provision for a classified service and an unclassified service, the latter to be restricted to positions specially mentioned in the statute, while the classified service will comprise but one class, the competitive, thus eliminating all question of exemptions and of non-competitive classification.

Each succeeding year emphasizes the necessity for a New York City office of the Commission. By the United States census of 1910, New York City embraced 52.3 per cent. of the total population of New York State, and in the year 1911, out of 15,644 candidates in competitive examinations, 6,561 or about 42 per cent. were examined in New York City. In 1912 the number of those examined in New York City was 7,613 or about 50 per cent. of the total. Of course in connection with these examinations a large correspondence with applicants and eligibles is necessary to give information and answer inquiries; a considerable expenditure is necessary for postage and the amount paid for a local examiner in charge in New York City in 1910 was $413.48; in 1911, $497.93; in 1912, $477.33. The appointment of a

regular examiner in charge in New York City and the renting of the necessary office rooms would entail some additional expense which it is believed is fully warranted by the present situation.

The Commission has also expended in 1912 $132 for medical examinations, which could be avoided by the appointment of a properly qualified medical man as local representative in New York City. The Chief Examiner therefore recommends that the Legislature be asked for an appropriation for salary of the examiner in New York City, and the rent of a suitable office and the purchase of necessary furniture; and that the Commission appoint a medical graduate as examiner in charge.

But few changes have occurred in the personnel of the examinations division since the last report. On July first Mr. Charles W. Latimer of Buffalo was appointed vice Miss Luenda Gregory, given an indefinite leave of absence on account of illness. Miss Gregory rendered long and faithful service in this office and it is regretted that she has been compelled to give up her work. On November 18, 1912, Cornelius W. Gray was selected from the Page register to succeed William Mahar, transferred to the administration division of the office.

Examiner Charles Hendricks, M.D., began his work on November 11, 1912. He has had nine years' experience in civil service work. After graduation in medicine and a few years' practice of the profession he was, in 1903, appointed an examiner in the office of the United States Civil Service Commission at Washington, D. C., where he served until July 1, 1905, when he was promoted and transferred to the New York City office of the Commission where he acted as medical examiner and assistant secretary of the Second United States civil service district. In June, 1907, he was again promoted and transferred to St. Louis, Mo., as secretary of the Ninth United States civil service district, where his work has consisted of supervising examinations and appointments and the operation of the civil service rules in the postal, internal revenue, customs and several other field services in the states of Missouri, Kansas, Arkansas, Oklahoma and the southern half of Illinois.

The examining work performed by employees of this division is much of it technical in character, requiring a high order of in-

telligence and special training. The Chief Examiner takes pleasure in testifying to the excellence of their work and their faithfulness in the performance of duty; four of the examiners are college graduates, the following institutions being represented: Rensselaer Polytechnic Institute, Cornell University, Syracuse University, and Yale University. Salaries range from $1,200 to $2,500 per annum and the Commission is fortunate in holding these men at salaries which are low as compared with the compensation paid in many other positions in the Capitol.

The work of the examinations division for the year 1912 may be summarized as follows:

KIND OF EXAMINATION	Number of examinations	Number of candidates
Open competitive	241	12,468
Promotion competitive	89	1,057
Promotion non-competitive	.....	32
Provisional	.....	311
Examinations under Rule VIII–10	.....	40
Non-competitive examinations rated at Albany office	.....	220
Non-competitive examinations rated at institutions	.....	4,249
Total number of persons examined	.....	18,377

The following table affords a comparison of the number of persons examined during the past five years.

KIND OF EXAMINATION	1912	1911	1910	1909	1908
Open competitive	12,469	14,765	8,540	7,013	9,448
Promotion competitive	917	879	965	802	341
Promotion non-competitive	32	37	29	27	25
Under Rule VIII	351	274	319	163	209
Non-competitive	4,469	4,100	3,805	3,426	3,352
Total	18,238	20,055	13,658	11,431	13,375

NEEDS OF THE EXAMINATIONS DIVISION

First. The division needs more room in order to allow for the proper performance of the work. Approximately 1,000 square feet of additional floor space are imperatively required.

Second. In order to carry out the suggestions of Governor Sulzer with regard to "standardizing promotion examinations by introducing and maintaining efficiency records of all competitive employees" another examiner is needed.

The usual tables of statistics of examinations are in preparation and will be included in the appendices.

Very respectfully,

H. N. SAXTON,
Chief Examiner.

ORGANIZATION OF THE STATE CIVIL SERVICE COMMISSION

The Commission

John E. Kraft, *President.*
Walter C. Burton.
Elek John Ludwigh.

Administration Division

John C. Birdseye, *Secretary.*
George R. Hitchcock, *Assistant Secretary.*
Julia M. Ryan, *Chief Clerk.*
Elizabeth S. Van Vranken, *Stenographer.*
May J. Fee, *Stenographer.*
Loretto A. Hearley, *Stenographer.*
Mary L. Comstock, *Stenographer.*
Frances M. Devanna, *Junior Clerk.*
Justina M. Grogan, *Stenographer.*
Raymond Jones, *Junior Clerk.*
William J. Mahar, *Page.*

Examinations Division

Harold N. Saxton, LL. M., *Chief Examiner.*
Philip H. Parthesius, C. E., *Examiner.*
Charles Hendricks, M. D., *Examiner.*
John W. Root, A. B., *Examiner.*
Herbert E. Hayes, C. E., *Examiner.*
William L. Chase, A. B., *Examiner.*
Charles W. Latimer, *Examiner.*
Edna Henry, *Stenographer.*
Mabel P. Vanderpoel, *Stenographer.*
Catherine C. Geier, *Stenographer.*
Georgia G. Smith, *Clerk and Examiner.*
John E. Carpenter, *Junior Clerk.*
Cornelius W. Gray, *Page.*

Local Examiners and Institution Boards of Examiners

LOCAL MEDICAL EXAMINERS

Albany — J. M. Mosher, M. D., 170 Washington avenue.
Amsterdam — Arthur V. H. Smyth, M. D.
Auburn — A. F. Hodgman, M. D., 26 South street.
Batavia — H. A. Morse, M. D.
Binghamton — Charles R. Seymour, M. D., 207 Court street.
Buffalo — William T. Getman, M. D., 152 Allen street.
Canandaigua — J. H. Jewett, M. D.
Elmira — R. B. Howland, M. D., 306 Lake street.
Hornell — J. D. Mitchell, M. D., 21 Church street.
Ithaca — C. F. Denman, M. D., 116 West Seneca street.
Jamestown — Morris N. Bemus, M. D., 210 Prendergast avenue.
Kingston — E. H. Loughran, M. D., 25 Main street.
Lockport — Allan N. Moore, M. D., 70 Niagara avenue.
Malone — John A. Grant, M. D., 92 West Main street.
Newburgh — William J. Carr, M. D., 280 Liberty street.
New York — Jacob Oshlag, M. D., 1622 Avenue A.
Ogdensburg — W. Grant Cooper, M. D., 62 Caroline street.
Olean — D. V. M. Hibbard, M. D., 128 South Union street.
Oneonta — Marshall Latcher, M. D.
Plattsburg — T. J. Cummins, M. D., 8 Broad street.
Poughkeepsie — Frederick J. Mann, M. D., 262 Main street.
Rochester — John J. Evans, M. D., 18½ Birch Crescent.
Saratoga Springs — Arthur J. Leonard, M. D.
Syracuse — George C. Feigel, M. D., 516 Prospect avenue.
Utica — H. H. Shaw, M. D., 13 Winston Building.
Watertown — F. R. Calkins, M. D., 4 Cleveland Building, Arcade street.
White Plains — Charles C. Zacharie, M. D.

LOCAL EXAMINERS

Amsterdam — Prof. Ralph E. Horton, High School.
Auburn — P. M. Helfer, 28 First avenue.
Binghamton — Peter J. McManus, 1004 Kilmer Building.
Buffalo — William F. Wierling, 518 Mutual Life Building.
Elmira — Michael O'Connor, 206 Steele Memorial Building.

Hornell — Charles H. Armsted.
Ithaca — John D. Collins, 105 North Tioga street.
Jamestown — George T. Armstrong, Fenton Building.
Kingston — E. W. Matheson, 310 Wall street.
Lockport — Wilfred D. Streeter, 31 Main street.
Malone — Arthur E. McClary, People's Bank Building.
Newburgh — Snyder J. Gage, 39 South Miller street.
New York — G. C. Franciscus, 165 Broadway.
Niagara Falls — Edward T. Williams, 646 Chilton avenue.
Ogdensburg — James J. McNeil, 57 Ford street.
Olean — William Collins, 914 West Henley street.
Oneonta — George L. Gibbs, Attorney-at-Law.
Plattsburg — John B. Riley.
Poughkeepsie — John L. Hinkley.
Rochester — R. O. Cook, Rochester Business Institute; John E. Williams, 309 Wilder Building.
Syracuse — James P. Richardson, 317 Cortland avenue.
Utica — C. V. Bookhout, 80 Kemble street.
Watertown — Abner B. Brown, 23 Jefferson County Savings Bank Building.

Non-Competitive Class — Examiners in State Institutions

Albion, Western House of Refuge for Women — Etta Elsner Falker, Sarah J. Allen, Wm. B. Dye.
Auburn Prison — George W. Jones, Lee N. Taplin.
Batavia, State School for the Blind — Minnie J. Gould, Wm. Collins Casey, Julia S. Loomis.
Bath State Soldiers and Sailors' Home — Chauncey C. Cornwell, Samuel M. Morgan, Raymond C. Hill.
Bedford, State Reformatory for Women — Mary R. Moore, Ira N. Fish.
Binghamton State Hospital — Henry L. Weber, Margaret M. Bloxham.
Brooklyn, Long Island State Hospital — Erving Holley, M. D., Wm. L. Buck, Mary E. Patterson.
Buffalo State Hospital — George W. Gorrill, M. D., Mrs. Elsie M. Lytle, Joseph B. Betts.
Central Islip State Hospital — Marcus B. Heyman, M. D., William F. McDonnell, Horatio C. Gibson, M. D.

Dannemora, Clinton Prison — Julius B. Ransom, M. D., Charles D. Van Orden.

Dannemora State Hospital — James H. Kurtz, Raymond F. C. Kieb, M. D.

Elmira State Reformatory — Frank L. Christian, M. D., Frank W. Newton, G. A. Shepardson.

Gowanda State Homeopathic Hospital — Earl R. Quackenbush, Clarence A. Potter, M. D., Frederick P. Schenkelberger, M. D.

Health Officer, Port of New York — Wm. F. Mathews, M. D. E. C. Baldwin, M. D., Francis C. Clark, M. D., John A. Heffernan, Maurice J. Doyle, Thomas Taylor, Winifred Noon.

Hudson, New York Training School for Girls — Jessamine S. Whitney, Grace W. Sullivan, Lenna J. Craddock.

Industry, State Agricultural and Industrial School — Miss C. L. Collson, Helen M. Shattuck.

Iroquois, Thomas Indian School — Halla Wells, John C. Brennan, Alta J. Alden.

Kings Park State Hospital — Harry A. Hecox, Harriet F. Coffin, M. D.

Letchworth Village, Thiells — Daphne W. Perkins, Harry C. Storrs, M. D.

Manhattan State Hospital — Dwight S. Spellman, M. D., John R. Knapp, M. D., Philip Smith, M. D.

Matteawan State Hospital — Clarence L. Russell, M. D., Roy L. Leak, M. D.

Middletown State Homeopathic Hospital — Robert C. Woodman, M. D., George F. Brewster, M. D., Julia F. Fish, M. D.

Mohansic State Hospital — John J. Flynn, Joseph Davis.

Napanoch, Eastern New York Reformatory — George Deyo, F. B. Hoornbeck, De Vere E. Smith.

Newark, State Custodial Asylum for Feeble-Minded Women — Anna Warnecke, M. D., Gertrude M. Palmer, Mrs. Vesta A. Gilmartin.

Ogdensburg, St. Lawrence State Hospital — Paul G. Taddiken, M. D., Lewis Webb, John R. Ross, M. D.

Ossining, Sing Sing Prison — Daniel J. Hickey, Patrick J. Tracy, James Connaughton.

Oxford, Woman's Relief Corps Home — Douw L. Vanderzee, M. D., Valetta Guernsey, Hattie E. Westgate.

Poughkeepsie, Hudson River State Hospital — Frederick W. Parsons, M. D., John R. Heilman, Barbara L. Curtis, M. D., Blanche Dennis, M. D.

Ray Brook, State Hospital for Incipient Tuberculosis — Harry A. Bray, M. D., J. J. Farrington, Linda Clelland.

Rochester State Hospital — Calvin L. West, Willard H. Veeder, M. D., Ralph B. Wood.

Rome State Custodial Asylum — Fred S. Smith, Mrs. Lorna A. Hay.

Sonyea, Craig Colony for Epileptics — G. Kirby Collier, M. D., J. F. Munson, M. D., Wm. N. Trader, M. D.

Syracuse, State Institution for Feeble-Minded Children — Julia E. Church, Louise C. Richards, Wm. D. Cook.

Utica State Hospital — George H. Torney, Jr., M. D., Charles A. Moshier, Bessie Tibbitts.

West Brighton, Iola Sanatorium — Harry J. Brayton, M. D., James A. Smith, Mrs. Onnolee M. Brace.

West Haverstraw, State Hospital for Crippled and Deformed Children — P. Henry Fitzhugh, M. D., John J. Nutt, M. D., Gertrude A. Hoxie.

Willard State Hospital — Wm. H. Montgomery, M. D., Thomas J. Currie, M. D., John C. Carroll.

LIST OF COMMISSIONERS, CHIEF EXAMINERS AND SECRETARIES SINCE THE ENACTMENT OF THE CIVIL SERVICE LAW MAY 4, 1883

NAME	Residence	Date of appointment	Date of retirement
Commissioners			
Andrew D. White	Ithaca	May 4, 1883	Declined appointment
August Schoonmaker	Kingston	May 4, 1883	Resigned June 1, 1887
Henry A. Richmond	Buffalo	May 4, 1883	Removed Dec. 28, 1887
John Jay*	New York	May 23, 1883	Removed Dec. 28, 1887
Daniel E. Sickles*	New York	Dec. 28, 1887	Resigned Dec. 20, 1889
George H. Treadwell	Albany	Dec. 28, 1887	Resigned Dec. 16, 1889
James H. Manning	Albany	Dec. 28, 1887	Resigned Dec. 20, 1889
John A. Sleicher	Albany	Dec. 16, 1889	Resigned Nov. 17, 1892
William A. Poste	Canton	Dec. 20, 1889	Resigned Nov. 17, 1892
Alexander C. Eustace*	Elmira	Dec. 30, 1889	Resigned Feb. 14, 1893
E. Prentiss Bailey*	Utica	Nov. 17, 1892	Resigned Jan. 2, 1895
Willard D. McKinstry	Watertown	Nov. 17, 1892	Resigned Jan. 8, 1896
De Forest Van Vleet	Ithaca	Feb. 14, 1893	Resigned Jan. 31, 1895
Willard A. Cobb*	Lockport	Jan. 22, 1895	Deceased May 29, 1900
Silas W. Burt*	New York	Mar. 6, 1895	Removed Jan. 11, 1901
George P. Lord	Dundee	Jan. 20, 1896	Resigned Jan. 26, 1899
Wm. Miller Collier*	Auburn	Feb. 2, 1899	Resigned June 1, 1903
Cuthbert W. Pound*	Ithaca	June 12, 1900	Resigned Jan. 2, 1905
Charles F. Milliken*	Canandaigua	June 1, 1903	Resigned Jan. 16, 1911
Roscoe C. E. Brown	New York	Jan. 19, 1905	Resigned Jan. 16, 1911
John E. Kraft*	Kingston	Jan. 23, 1901	Resigned Jan. 1, 1913
Walter C. Burton	Brooklyn	Feb. 8, 1911	Resigned Jan. 1, 1913
Elek John Ludvigh	New York	Feb. 20, 1911	Resigned Jan. 1, 1913
Jacob Neu*	Brooklyn	Jan. 7, 1913	.....
Meyer Wolff, M. D	New York	Jan. 7, 1913	.....
James A. Lavery	Poughkeepsie	Jan. 7, 1913	.....
Chief examiners			
Silas W. Burt	New York	May 31, 1883	Resigned July 1, 1885
Edgar M. Jenkins	Schenectady	July 22, 1885	Resigned Mar. 1, 1886
James E. Morrison	New York	April 7, 1886	Deceased June 14, 1887
William Potts	New York	June 20, 1887	Removed Dec. 28, 1887
John B. Riley	Plattsburg	Dec. 28, 1887	Resigned Feb. 27, 1893
Thomas Carmody	Penn Yan	Feb. 27, 1893	Resigned Dec. 31, 1895
Charles S. Fowler	Ithaca	Jan. 1, 1896	Resigned Mar. 17, 1909
Harold N. Saxton	New Rochelle	June 1, 1909	.....
Secretaries			
James A. Betts	Kingston	May 31, 1883	Resigned Feb. 29, 1884
Clarence B. Angle	Schenectady	Mar. 1, 1884	Resigned Sept. 1, 1900
John C. Birdseye	Albany	Sept. 18, 1900	.....

* President.

CLASSIFICATION

Table showing number of positions in the unclassified and classified service, except laborers, January 1, 1913

	Unclassified	Classified service			Total
		Exempt	Competitive	Non-competitive	
State departments					
Agriculture	1	7	220	.....	228
Agricultural experiment station, Geneva	1	.....	31	24	56
Architect	1	2	70	.....	73
Athletic commission	3	1	.....	.....	4
Attorney-general	1	30	44	.....	75
Banking	1	6	54	1	62
Bronx Parkway commission	3	1	9	.....	13
Charities, board of	12	1	47	.....	60
Civil service commission	3	.....	23	.....	26
Claims, board of	3	3	4	.....	10
Comptroller	1	94	147	.....	242
Conservation commission	3	38	207	.....	248
Education	27	9	320	3	359
Elections, superintendents of	3	185	.....	.....	188
Embalming examiners, board of	5	.....	1	.....	6
Engineer and surveyor	1	19	653	5	678
Excise	1	50	105	3	159
Executive	1	4	14	.....	19
Fire Island Park commission	5	1	1	.....	7
Fire marshal	1	22	7	.....	30
Fiscal supervisor of state charities	1	6	25	.....	32
Gratwick laboratory	.....	1	6	.....	7
Health	1	4	58	.....	63
Health officer, Port of New York	1	31	26	22	80
Highways	1	13	705	.....	719
Hospital commission	3	2	36	1	42
Insurance	1	12	123	.....	136
Interstate bridge commission	3	3	.....	.....	6
Labor, department of	1	13	183	.....	197
Land office, commissioners of	.....	3	.....	.....	3
Law library, Newburgh	.....	.....	1	.....	1
Monuments commission	7	.....	4	.....	11
Morrisville school of agriculture	8	.....	6	1	15
Niagara reservation, commission of	5	2	16	.....	23
Port conditions and pier extensions, commission on	3	2	.....	.....	5
Port wardens, board of	10	1	1	.....	12
Prison commission	7	1	3	.....	11
Prisons, superintendent of	1	9	19	.....	29
Probation commission	7	1	3	.....	11
Public buildings	.....	5	49	17	71
Public buildings, trustees of	3	1	2	.....	6
Public service commission, first district	5	37	846	1	889
Public service commission, second district	5	20	110	.....	135
Public works	1	47	72	7	127
Purchasing committee	.....	.....	7	.....	7
Racing commission	3	1	.....	.....	4
Saratoga, state park commission	3	1	3	.....	7
Secretary of state	1	19	127	2	149
Special examiner and appraiser of canal lands	1	1	3	.....	5
State fair commission	7	4	.....	1	12
Tax commission	3	20	26	.....	49
Treasurer	1	2	9	.....	12
Washington's headquarters, Newburgh	10	.....	2	.....	12
Watkins Glen reservation	5	1	1	.....	7
Weights and measures, superintendent of	1	2	8	.....	11
State courts					
Court of appeals	9	27	2	.....	38
Supreme court	77	104	328	.....	509
Supreme court, appellate division	23	55	42	.....	120
State reporter for court of appeals	1	1	4	.....	6
Supreme court reporter	.....	3	7	.....	10
Miscellaneous reporter	1	.....	3	.....	4

Table showing number of positions in the unclassified and classified service, except laborers, January 1, 1913 — *Continued*

	Unclassified	Classified service			Total
		Exempt	Competitive	Non-competitive	
State hospitals for the insane					
Binghamton	7	.....	33	438	478
Buffalo	7	.....	28	297	332
Central Islip	7	.....	51	592	650
Dannemora	.....	.....	11	87	98
Gowanda	7	.....	27	159	193
Hudson River	7	.....	37	529	573
Kings Park	7	.....	49	736	792
Long Island	7	.....	21	162	190
Manhattan	7	3	70	728	808
Matteawan	.....	.....	15	162	177
Middletown	7	.....	25	358	390
Mohansic	7	.....	3	13	23
Psychiatric institute	.....	.....	7	9	16
Rochester	7	.....	23	265	295
St. Lawrence	7	.....	34	345	386
Utica	7	.....	27	268	302
Willard	7	.....	32	373	412
State institutions					
Agricultural and industrial school, Industry	6	3	115	34	158
Auburn prison	4	.....	138	13	155
Clinton prison	.....	4	106	3	113
Craig colony, Sonyea	7	3	34	112	156
Custodial asylum, Newark	7	.....	19	65	91
Custodial asylum, Rome	7	.....	20	180	207
Eastern New York reformatory, Napanoch	.....	3	45	2	50
Elmira reformatory	7	4	113	7	131
Farm for women, Valatie	.....	1	.....	.....	1
Great Meadow prison	.....	4	43	.....	47
Hospital for crippled and deformed children, West Haverstraw	7	.....	11	6	24
Hospital for incipient tuberculosis, Ray Brook	7	.....	21	10	38
House of refuge, Albion	7	.....	33	16	56
Institution for feeble-minded children, Syracuse	7	.....	23	61	91
Letchworth Village, Theills	7	.....	7	16	30
Reformatory for women, Bedford	7	.....	42	29	78
School for blind, Batavia	7	.....	27	12	46
Sing Sing prison	.....	4	104	1	109
Soldiers and sailors' home, Bath	9	4	40	69	122
Thomas Indian school, Iroquois	9	.....	16	15	40
Training school for girls, Hudson	7	1	44	26	78
Training school for boys, Yorktown Heights	8	.....	6	2	16
Woman's relief corps home, Oxford	7	7	6	9	29
State normal schools					
Albany	45	1	2	.....	48
Brockport	31	1	2	.....	34
Buffalo	28	1	1	.....	30
Cortland	35	1	1	.....	37
Fredonia	32	1	1	.....	34
Geneseo	41	1	2	.....	44
New Paltz	29	1	1	.....	31
Oneonta	43	1	2	.....	46
Oswego	35	1	1	.....	37
Plattsburg	34	1	2	.....	37
Potsdam	37	1	2	.....	40
Total State service	912	980	6,346	6,297	14,535
COUNTIES *Albany county*					
Almshouse	1	3	7	3	14
City hall commission	.....	1	4	.....	5
Commissioners of jurors	1	.....	.....	.....	1
County clerk	1	.....	17	.....	18
County court	1	1	4	.....	6
Coroners	4	.....	4	.....	8
District attorney	1	3	2	.....	6

Table showing number of positions in the unclassified and classified service, except laborers, January 1, 1913 — *Continued*

	Unclassified	Classified service			Total
		Exempt	Competitive	Non-competitive	
Albany county — continued					
Elections, board of	4	3	.....	.....	7
Law librarian	.....	.....	1	.....	1
Penitentiary	.....	3	21	.....	24
Sheriff	1	.....	2	.....	3
Supervisors, board of	6	2	4	.....	12
Surrogate	1	1	3	.....	5
Treasurer	1	2	.....	.....	3
Chautauqua county					
County clerk	1	1	12	.....	14
County court	2	.....	1	.....	3
District attorney	1	2	.....	.....	3
Elections, board of	4	.....	.....	.....	4
Sheriff	1	.....	.....	.....	1
Superintendent of the poor	1	1	.....	1	3
Supervisors, board of	1	.....	2	.....	3
Surrogate	2	2	3	.....	7
Treasurer	1	.....	.....	.....	1
Erie county					
Auditor	1	2	2	.....	5
City and county hall	.....	1	31	.....	32
Commissioner of jurors	1	1	1	.....	3
County clerk	1	10	55	.....	66
County court	1	.....	3	.....	4
County home and hospital	1	1	30	56	88
County lodging house	.....	.....	7	.....	7
County medical examiner	1	2	3	.....	6
County engineer	.....	.....	6	.....	6
District attorney	1	8	.....	.....	9
Elections, board of	4	6	2	.....	12
Penitentiary	1	1	31	.....	33
Probation commission	.....	.....	5	.....	5
Sheriff	1	1	7	.....	9
Superintendent of poor	1	2	7	.....	10
Supervisors, board of	4	3	1	.....	8
Surrogate	1	1	8	.....	10
Treasurer	1	3	6	.....	10
Kings county					
Commissioner of jurors	1	2	20	.....	23
Commissioner of records	1	4	57	.....	62
County clerk	1	7	40	.....	48
County court	2	5	46	.....	53
District attorney	1	18	24	.....	43
Law library	.....	.....	4	.....	4
Public administrator	1	2	2	.....	5
Register	1	5	147	.....	153
Sheriff	1	7	1	.....	9
Surrogate	1	3	45	.....	49
Monroe county					
Commissioner of jurors	1	.....	2	.....	3
Coroners	2	.....	6	.....	8
County clerk	1	3	35	.....	39
County court	2	2	3	.....	7
County court house	.....	1	10	.....	11
County engineer	.....	.....	3	.....	3
District attorney	1	8	3	.....	12
Elections, board of	2	2	1	.....	5
Iola sanatorium	.....	.....	8	17	25
Library, appellate division	.....	.....	3	.....	3
Penitentiary and power house	.....	5	12	1	18
Probation commission	.....	.....	1	.....	1
Purchasing agent	1	.....	1	.....	2
Sheriff	1	1	21	.....	23
Superintendent of poor	1	5	12	25	43
Supervisors, board of	4	1	2	.....	7
Surrogate	1	2	9	.....	12
Treasurer	1	2	5	.....	8

Table showing number of positions in the unclassified and classified service, except laborers, January 1, 1913 — *Continued*

	Unclassified	Classified service			Total
		Exempt	Competitive	Non-competitive	
Nassau county					
Commissioner of jurors	1	1	.....	.....	2
County clerk	1	1	16	.....	18
County comptroller	1	1	2	.....	4
County judge	1	2	.....	.....	3
District attorney	1	3	5	.....	9
Elections, board of	2	1	.....	.....	3
Sheriff	1	.....	2	.....	3
Superintendent of poor	1	1	.....	.....	2
Supervisors, board of	2	1	15	.....	18
Surrogate	1	1	3	.....	5
Treasurer	1	1	6	.....	8
New York county					
Commissioner of jurors	1	3	28	.....	32
Commissioner of records	1	3	41	.....	45
County clerk	1	8	102	.....	111
Court of general sessions	7	16	86	.....	109
District attorney	1	72	95	.....	168
Public administrator	1	2	7	.....	10
Register	1	9	201	.....	211
Sheriff	1	6	24	.....	31
Surrogate	2	9	73	.....	84
Niagara county					
County judge and surrogate	1	2	1	.....	4
County clerk	1	1	13	.....	15
District attorney	1	2	.....	.....	3
Elections, board of	2	2	.....	.....	4
Sheriff	1	.....	.....	.....	1
Supervisors, board of	1	.....	2	.....	3
Treasurer	1	1	3	.....	5
Superintendent of the poor	1	2	2	.....	5
Oneida county					
Commissioner of jurors	1	1	1	.....	3
Comptroller	1	2	.....	.....	3
Coroner	4	.....	.....	.....	4
County clerk	1	.....	1	.....	2
County court	2	.....	3	.....	5
District attorney	1	3	.....	.....	4
Elections, board of	2	4	.....	.....	6
Sheriff	1	1	.....	.....	2
Superintendent of the poor	1	1	6	7	15
Supervisors, board of	5	3	7	.....	15
Surrogate	1	1	4	.....	6
Treasurer	1	1	.....	.....	2
Onondaga county					
Commissioner of jurors	1	.....	3	.....	4
Coroner	4	.....	.....	.....	4
County clerk	1	2	28	.....	31
County court	1	1	1	.....	3
Court house	.....	1	12	.....	13
District attorney	1	4	.....	.....	5
Elections, board of	2	1	.....	.....	3
Law library	.....	.....	4	.....	4
Penitentiary	.....	9	31	.....	40
Purchasing agent	.....	2	.....	.....	2
Sheriff	1	.....	.....	.....	1
Superintendent of poor	1	5	6	10	22
Superintendent of highways	.....	.....	15	1	16
Supervisors, board of	2	1	3	1	7
Surrogate	1	1	6	.....	8
Treasurer	1	2	1	.....	4

Table showing number of positions in the unclassified and classified service, except laborers, January 1, 1913 — *Continued*

	Unclassified	Classified service			Total
		Exempt	Competitive	Non-competitive	
Orange county					
County clerk	1	1	7	.....	9
County court	2	1	2	.....	5
District attorney	1	2	.....	.....	3
Elections, board of	4	1	.....	.....	5
Odell tuberculosis sanatorium	.....	.....	2	.....	2
Sheriff	1	.....	5	.....	6
Superintendent of poor	1	1	7	2	11
Supervisors, board of	1	.....	3	.....	4
Surrogate	1	1	2	.....	4
Treasurer	1	.....	1	.....	2
Queens county					
Commissioner of jurors	1	1	5	.....	7
County clerk	1	5	25	.....	31
County court	1	3	10	.....	14
District attorney	1	7	5	.....	13
Public administrator	1	.....	.....	.....	1
Sheriff	1	4	.....	.....	5
Supreme court	.....	.....	15	.....	15
Supreme court library	.....	.....	2	.....	2
Surrogate	1	2	9	.....	12
Rensselaer county					
Commissioner of jurors	1	.....	.....	.....	1
County clerk	1	.....	2	.....	3
County court	1	1	4	.....	6
District attorney	1	3	4	.....	8
Elections, board of	4	4	.....	.....	8
Lakeview sanitarium	.....	.....	4	2	6
Sheriff	1	.....	1	.....	2
Supervisors, board of	1	2	9	.....	12
Supreme court library	.....	.....	1	.....	1
Superintendent of poor	1	1	11	4	17
Surrogate	1	1	2	.....	4
Treasurer	1	2	2	.....	5
Richmond county					
Commissioner of jurors	1	1	1	.....	3
County clerk	1	1	8	.....	10
County judge and surrogate	1	2	4	.....	7
District attorney	1	3	1	.....	5
Sheriff	1	1	6	.....	8
Suffolk county					
County clerk	1	1	14	.....	16
County judge	1	.....	1	.....	2
District attorney	1	2	.....	.....	3
Elections, board of	2	2	.....	.....	4
Superintendent of poor	1	1	6	3	11
Supervisors, board of	1	.....	2	.....	3
Sheriff	1	.....	2	.....	3
Surrogate	1	1	3	.....	5
Treasurer	1	.....	4	.....	5
Ulster county					
County clerk	1	1	6	.....	8
County court	1	.....	1	.....	2
District attorney	1	1	1	.....	3
Elections, board of	2	2	.....	.....	4
Superintendent of poor	1	5	2	1	9
Supervisors, board of	1	1	3	.....	5
Surrogate	1	1	4	.....	6
Treasurer	1	.....	2	.....	3
Westchester county					
Commissioner of jurors	1	1	.....	.....	2
Coroners	4	.....	.....	.....	4
County clerk	1	3	9	.....	13
County court	1	1	3	.....	5
District attorney	1	4	.....	.....	5
Elections, board of	2	3	.....	.....	5
Register	1	2	4	.....	7

Table showing number of positions in the unclassified and classified service, except laborers, January 1, 1913 — *Concluded*

	Unclassified	Classified service			Total
		Exempt	Competitive	Non-competitive	
Westchester county — continued					
Sheriff	1	1	1	.....	3
Superintendent of the poor	1	4	6	12	23
Supervisors, board of	2	2	14	.....	18
Surrogate	1	3	8	.....	12
Treasurer	1	2	1	.....	4
County Superintendents and Sealers					
County superintendents of highways, and county sealers of weights and measures in counties the entire service of which has not been classified:					
Superintendents	.....	.....	43	.....	43
Sealers	.....	.....	40	.....	40
Total county service	233	444	2,014	146	2,837
VILLAGES					
Batavia					
Board of trustees	1	3	10	.....	14
Board of education	.....	.....	13	.....	13
Police department	.....	1	9	.....	10
Fire department	.....	2	.....	1	3
Board of health	5	1	.....	.....	6
Water commission	.....	.....	1	.....	1
Street commission	.....	.....	2	.....	2
Sewer commission	.....	1	2	.....	3
Canandaigua					
Board of trustees	11	1	.....	.....	12
Board of health	3	.....	1	.....	4
Water commission	5	.....	5	.....	10
Board of education	.....	.....	5	.....	5
Street commission	.....	.....	3	.....	3
Police department	4	.....	8	.....	12
Fire department	.....	.....	3	.....	3
Ossining					
Board of trustees	2	1	3	.....	6
Police department	.....	1	6	1	8
Fire department	.....	3	.....	.....	3
Water commission	.....	.....	8	.....	8
Board of health	3	1	2	.....	6
Street department	.....	.....	2	.....	2
Peekskill					
Board of trustees	1	2	.....	.....	3
Board of health	.....	.....	3	.....	3
Police department	.....	2	10	1	13
Fire department	.....	.....	1	1	2
Water commission	.....	.....	11	.....	11
Port Chester					
Board of trustees	2	2	2	.....	6
Board of health	3	1	2	.....	6
Fire department	.....	.....	1	1	2
Police department	.....	2	16	1	19
Street commission	.....	.....	1	.....	1
Saratoga Springs					
Commissioner of parks	2	.....	.....	1	3
Board of trustees	3	2	2	.....	7
Board of health	5	1	3	.....	9
Police department	2	.....	10	.....	12
Sewer, water and street commission	1	1	13	.....	15
Fire department	2	13	9	1	25
Board of education	10	.....	7	.....	17
Publicity commission	5	.....	2	.....	7
White Plains					
Board of trustees	6	2	20	.....	28
Water commission	5	.....	13	.....	18
Police department	1	.....	30	1	32
Fire department	.....	.....	1	.....	1
Total village service	82	43	240	9	374
Grand total	1,227	1,467	8,600	6,452	17,746

CIVIL LIST

OF THE

STATE, COUNTY AND VILLAGE SERVICE

Classified Under the State Civil Service Rules

JANUARY 1, 1913

STATE DEPARTMENTS

DEPARTMENT OF AGRICULTURE

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE			
Commissioner	Calvin J. Huson	Feb. 7, 1912	Feb. 7, 1912	$6,000 00
	EXEMPT CLASS			
First assistant commissioner	Harry B. Winters	Nov. 21, 1910	April 1, 1912	4,000 00
Second assistant commissioner	Clarence A. Phelan	June 15, 1912	June 15, 1912	2,100 00
Secretary	Harry E. Cole	Feb. 7, 1912	Feb. 7, 1912	3,000 00
Confidential agent	Ross Huson	Dec. 16, 1912	Dec. 16, 1912	1,800 00
Confidential clerk and stenographer	Roger E. Chapman	Feb. 15, 1912	Dec. 16, 1912	1,800 00
Detective	Thomas A. Matthews	Mar. 1, 1912	Mar. 1, 1912	1,500 00
Supervisory agent	Merton C. Reynolds	April 15, 1912	April 15, 1912	1,800 00
	COMPETITIVE CLASS			
Assistant commissioner	Verlett C. Beebe	July 6, 1896	July 6, 1896	1,800 00
Assistant commissioner	H. H. Kracke	Jan. 1, 1900	April 10, 1908	2,500 00
Assistant commissioner	Ebenezer J. Preston	April 10, 1899	April 10, 1899	1,500 00
Assistant commissioner	S. Brown Richardson	Oct. 8, 1896	Oct. 8, 1896	1,500 00
Assistant commissioner	Charles T. Russell	July 22, 1897	July 5, 1898	1,800 00
Assistant commissioner	Clayton E. Sackett	May 1, 1902	Dec. 1, 1905	1,512 00
Assistant commissioner	John H. Grant	Oct. 15, 1900	Nov. 16, 1912	2,100 00
Assistant commissioner	George L. Flanders	May 13, 1884	April 1, 1912	4,000 00
Counsel	George G. Atwood	July 14, 1898	Oct. 25, 1910	2,750 00
Chief of bureau of horticulture	Charles B. Loomis	Nov. 1, 1907	Mar. 1, 1910	2,000 00
Chief clerk	Elizabeth A. Dowd	Sept. 27, 1897	Nov. 16, 1912	2,400 00
Chief of accounts	John T. Norton	Aug. 1, 1911	Aug. 1, 1911	2,750 00
Chief of bureau of butter substitutes				

Assistant in office of farm lands	Julius Moldenhower	April 1, 1911	April 1, 1911	1,200 00
Assistant chief, bureau of horticulture	B. D. Van Buren	May 1, 1901	Aug. 1, 1909	1,800 00
Chief of bureau of information and statistics	Rudolf R. Riddell	Jan. 1, 1906	Jan. 1, 1906	1,800 00
Stenographer	Mary E. McAuliffe	Nov. 13, 1905	Nov. 13, 1905	1,200 00
Stenographer	W. F. McDonough	July 16, 1909	July 16, 1909	1,320 00
Stenographer	Walter M. Bates	Jan. 1, 1910	Jan. 1, 1910	1,200 00
Stenographer	Elizabeth M. Scheiberling	Sept. 1, 1906	Sept. 1, 1906	1,200 00
Stenographer	Edward M. Effler	Jan. 1, 1911	Jan. 1, 1911	1,200 00
Stenographer	Robert S. Hack	May 7, 1909	May 7, 1909	1,080 00
Stenographer	Elizabeth C. Schmidt	June 7, 1909	June 7, 1909	1,020 00
Stenographer	Millard Frink	Mar. 22, 1909	Mar. 22, 1909	1,020 00
Stenographer	Mabel D. Wickham	Sept. 27, 1906	Sept. 27, 1906	1,020 00
Stenographer	Edith Van Wagner	Dec. 28, 1910	Dec. 28, 1910	900 00
Stenographer	Henry J. Mather	July 1, 1911	July 1, 1911	900 00
Stenographer	Kathryn E. Gregg	Nov. 1, 1909	Nov. 1, 1909	900 00
Stenographer	Jonathan T. Harris	Jan. 1, 1912	Jan. 1, 1912	900 00
Stenographer	Edward B. Nellis	Nov. 22, 1911	Nov. 22, 1911	780 00
Stenographer	Anna V. De Russo	Aug. 1, 1910	Aug. 1, 1910	780 00
Stenographer	Libbie M. Vrooman	July 1, 1911	July 1, 1911	720 00
Stenographer	E. May Couse	July 13, 1910	Dec. 4, 1911	720 00
Clerk	Edwin A. Doty	Feb. 17, 1898	Dec. 1, 1909	1,380 00
Clerk	Mabel E. Watson	May 2, 1899	Oct. 1, 1899	1,200 00
Clerk	Carrie F. Huested	July 1, 1907	July 1, 1907	1,200 00
Clerk	Edward R. Greenway	Nov. 29, 1909	Nov. 29, 1909	900 00
Clerk	Katherine M. Cosgrave	Oct. 1, 1907	Oct. 1, 1907	900 00
Clerk	George H. Quay	Feb. 19, 1900	Aug. 5, 1907	780 00
Clerk	Emma C. Meyer	July 25, 1910	July 25, 1910	780 00
Clerk	Minnie S. Warner	Dec. 28, 1910	Dec. 28, 1910	720 00
Clerk	Nathan Parsons	Jan. 15, 1912	Jan. 15, 1912	720 00
Index clerk	Anna M. Mackey	June 8, 1911	Nov. 16, 1912	900 00
Filing clerk	Katherine McCall	July 19, 1910	July 19, 1910	720 00
Typewriter copyist	Laura B. Whitney	Jan. 9, 1911	Jan. 22, 1912	600 00
Interpreter	Floris H. Van Leer	April 29, 1907	April 29, 1907	1,200 00
Interpreter	Jacobus DeL. K. Van Folker	Jan. 1, 1908	Jan. 1, 1908	1,200 00
Bookkeeper	Charles J. Robinson	Nov. 12, 1906	May 2, 1910	1,200 00
Bookkeeper	Geo. W. Harrison	Nov. 1, 1910	Nov. 1, 1910	1,200 00
Telephone operator	Winifred V. McCormick	Dec. 13, 1909	Dec. 13, 1909	720 00

DEPARTMENT OF AGRICULTURE — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Library assistant	Lulu J. Saxton	Jan. 1, 1912	Jan. 1, 1912	$720 00
Page	Christopher B. Degenaar	Nov. 29, 1909	Nov. 29, 1909	480 00
Page	Philip W. Haussman	Dec. 16, 1911	Dec. 16, 1911	480 00
Page	Frank J. Deevey	July 25, 1910	July 25, 1910	420 00
Consulting chemist	Hugh C. Troy	May 1, 1897	Oct. 1, 1912	$15 per day.
Chief chemist	Edward J. Wheeler	Aug. 15, 1894	Oct. 1, 1904	$3,000 00
Chemist	Edmund Fales	July 1, 1907	July 1, 1907	1,200 00
Chemist	J. F. Geisler	.....	.....	$10 per analysis.
Chemist	S. A. Lattimore	Dec. 1, 1886	Dec. 1, 1886	5 per analysis.
Chemist	E. G. Love	.....	.....	10 per analysis.
Chemist	Edward P. McKeefe	Feb. 9, 1899	Feb. 9, 1899	$2,000 00
Chemist	J. C. Wilson	June 10, 1893	June 10, 1893	600 00
Chemist	John A. Miller	Nov. 1, 1892	Nov. 1, 1892	1,500 00
Chemist	Charles W. Mudge	Mar. 15, 1899	June 1, 1911	1,500 00
Chemist	Joseph Schraff	Oct. 3, 1911	Oct. 3, 1911	1,200 00
Chemist	James T. Cusick	Nov. 10, 1912	Nov. 10, 1912	1,200 00
Chemist	Ward B. White	June 1, 1910	June 1, 1911	1,800 00
Confidential special agent	Thomas E. Tiquin	Feb. 15, 1900	Nov. 1, 1908	1,800 00
Agent	Louis Brown	May 1, 1900	April 1, 1907	1,800 00
Agent	E. F. Burke	April 1, 1897	Oct. 1, 1909	1,800 00
Agent	Fred M. Greene	June 1, 1899	June 1, 1907	1,800 00
Agent	John J. Coughlin	June 1, 1889	June 1, 1889	1,800 00
Agent	William J. Gentes	Sept. 1, 1898	Oct. 1, 1903	1,500 00
Agent	John L. Ackley	Jan. 11, 1906	Oct. 1, 1907	1,500 00
Agent	Theodore M. Sewards	July 1, 1907	Dec. 1, 1909	1,500 00
Agent	C. H. Allen	Jan. 1, 1894	Dec. 1, 1909	1,500 00
Agent	John W. Illston	Oct. 1, 1903	Oct. 1, 1907	1,500 00
Agent	Clayton J. Standart	Aug. 19, 1897	Oct. 1, 1903	1,500 00

Agent	Oscar Hurst	May 1, 1904	Jan. 1, 1908	1,260 00
Agent	Walter J. Bennett	June 26, 1895	June 26, 1895	1,200 00
Agent	James H. Bevier	Sept. 12, 1898	Oct. 1, 1903	1,200 00
Agent	Frank C. Carr	Dec. 15, 1902	Dec. 15, 1902	1,200 00
Agent	Archibald D. Clark	Sept. 10, 1885	Sept. 10, 1885	1,200 00
Agent	M. Dugan	Dec. 31, 1894	Dec. 31, 1894	1,200 00
Agent	J. Miller Esmey	April 14, 1897	April 14, 1897	1,200 00
Agent	John S. Hosmer	Dec. 8, 1904	April 15, 1906	1,200 00
Agent	Daniel Franklin	Mar. 16, 1903	Oct. 1, 1905	1,200 00
Agent	Henry D. French	June 16, 1902	Dec. 1, 1907	1,200 00
Agent	Romine A. French	April 15, 1898	April 15, 1898	1,200 00
Agent	W. J. Hurd	Sept. 1, 1901	Sept. 1, 1901	1,200 00
Agent	John E. Kruse	July 22, 1897	Oct. 1, 1903	1,200 00
Agent	James E. Langdon	Aug. 19, 1897	Oct. 1, 1903	1,200 00
Agent	A. J. Miller	Dec. 5, 1902	Dec. 5, 1902	1,200 00
Agent	Martin Schifferdecker	May 1, 1899	May 1, 1899	1,200 00
Agent	Nicholas Van Horne	July 15, 1895	July 15, 1895	1,200 00
Agent	Charles B. Wakefield	June 26, 1895	June 26, 1895	1,200 00
Agent	M. L. Rivenburgh	Aug. 17, 1898	Oct. 1, 1907	1,200 00
Agent	Wilson N. Vrooman	Mar. 6, 1906	Oct. 1, 1909	1,200 00
Agent	Thomas W. Jones	Dec. 6, 1899	Nov. 15, 1910	1,200 00
Agent	William H. O'Kane	Nov. 1, 1903	Jan. 1, 1908	1,200 00
Agent	Burton M. Orton	April 1, 1904	April 1, 1904	1,200 00
Agent	A. W. Baker	Mar. 16, 1908	Mar. 16, 1908	1,200 00
Agent	George W. V. Spellacy	Mar. 5, 1900	Jan. 1, 1908	1,200 00
Agent	Charles A. Roberts	Feb. 1, 1904	Aug. 1, 1909	1,200 00
Agent	Lawrence H. Burke	Nov. 1, 1901	Jan. 23, 1909	1,200 00
Agent	Samuel J. Koch	June 1, 1907	Oct. 1, 1909	1,080 00
Agent	John J. Steacy	April 1, 1910	April 1, 1910	900 00
Agent	Eugene B. Atwater	April 4, 1910	April 4, 1910	900 00
Agent	Edmund J. Towle	May 19, 1910	May 19, 1910	900 00
Agent	Claudius C. Cole	Jan. 1, 1912	Jan. 1, 1912	900 00
Agent	Clayton R. Owens	May 1, 1911	May 1, 1911	900 00
Agent	John W. Dickson	Feb. 18, 1908	Sept. 1, 1912	900 00
Agent	Richard Doersam	July 18, 1910	Oct. 1, 1912	900 00
Agent	Clyde A. Dyer	Mar. 1, 1912	Mar. 1, 1912	900 00
Agent	William L. Hogue	Dec. 16, 1912	Dec. 16, 1912	900 00

DEPARTMENT OF AGRICULTURE — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Agent	David A. Kenney	Jan. 15, 1912	Jan. 15, 1912	$900 00
Agent	Edward T. Mulligan	May 1, 1912	May 1, 1912	900 00
Agent	W. N. Richardson	Oct. 1, 1912	Oct. 1, 1912	900 00
Agent	G. H. Spencer	June 13, 1911	Nov. 1, 1912	900 00
Agent	Ira Travis	Oct. 15, 1912	Oct. 15, 1912	900 00
Agent	Frank Whelan	April 1, 1912	April 1, 1912	900 00
Agent	W. C. Bronson	Aug. —, 1906	Dec. 1, 1910	840 00
Agent	Frank A. Jones	June 1, 1903	Oct. 16, 1911	840 00
Agent	Fred J. Hayes	Mar. 1, 1911	Mar. 1, 1911	840 00
Butter instructor	Webster E. Griffith	May 1, 1898	July 1, 1903	1,800 00
Butter instructor	Henry S. Matteson	May 1, 1898	Aug. 15, 1903	1,500 00
Butter instructor	Leon D. Spink	April 15, 1899	April 1, 1906	1,500 00
Butter instructor	W. E. Ayres	Dec. 1, 1908	Dec. 1, 1908	1,200 00
Cheese instructor	Clayton Dutton	Nov. 1, 1908	Nov. 1, 1908	1,500 00
Cheese instructor	John L. Gibby	Oct. 15, 1906	June 1, 1907	1,500 00
Cheese instructor	Alva B. Hargrave	June 1, 1901	June 1, 1901	1,500 00
Cheese instructor	Robert R. Kirkland	July 22, 1897	June 1, 1907	1,500 00
Cheese instructor	H. A. Rees	Aug. 1, 1891	Aug. 1, 1891	1,500 00
Cheese instructor	W. D. Wilmot	April 1, 1910	April 1, 1910	1,200 00
Inspector of farms	James D. Edwards	Nov. 1, 1912	Nov. 1, 1912	1,800 00
Chief dairy inspector	Horatio S. Smith	Nov. 1, 1909	Oct. 1, 1912	1,500 00
Bee inspector	Mortimer Stevens	Sept. 1, 1899	Sept. 1, 1899	800 00
Bee inspector	Charles Stewart	May 1, 1900	May 1, 1900	800 00
Bee inspector	Noah D. West	July 11, 1899	July 11, 1899	800 00
Bee inspector	W. D. Wright	May 1, 1900	May 1, 1900	800 00
Inspector	Charles H. Darrow	June 1, 1899	June 1, 1899	1,500 00
Inspector	T. F. Niles	Aug. 1, 1898	May 1, 1901	1,500 00
Inspector	Jay A. Thompson	July 23, 1898	Oct. 5, 1906	1,500 00

Inspector	L. L. Woodford	Oct. 14, 1901	Oct. 14, 1901	1,500 00
Inspector	John A. Maney	Sept. 15, 1907	Sept. 15, 1907	1,500 00
Inspector	Lester C. Griffith	Mar. 17, 1909	Mar. 17, 1909	1,500 00
Inspector	Leon F. Strickland	July 7, 1908	July 7, 1908	1,500 00
Inspector	Joseph H. Dodge	May 1, 1902	May 1, 1902	1,500 00
Inspector	James Gould	Nov. 1, 1907	Nov. 1, 1907	1,200 00
Inspector	Thomas T. Neill	June 1, 1900	Nov. 1, 1907	1,200 00
Inspector	Louis D. Rhind	July 7, 1908	July 7, 1908	1,200 00
Inspector	William B. Freer	Feb. 20, 1908	April 5, 1912	1,200 00
Inspector	Henry W. Niles	Aug. 1, 1910	Aug. 1, 1910	900 00
Inspector	Perley M. Eastman	April 3, 1910	Dec. 15, 1910	900 00
Inspector	N. M. Matthews	Dec. 1, 1902	Aug. 1, 1910	900 00
Inspector	Eugene O'Brien	Oct. 27, 1909	Nov. 1, 1911	900 00
Inspector	Marion C. Albright	April 3, 1911	April 3, 1911	900 00
Inspector	Bernard R. Blanch	April 10, 1911	April 10, 1911	900 00
Inspector	Arthur B. Buchholz	July 5, 1911	July 5, 1911	900 00
Inspector	Michael F. Burke	Oct. 23, 1911	Oct. 23, 1911	900 00
Inspector	Ray C. Draper	April 4, 1911	April 4, 1911	900 00
Inspector	C. H. Zimmer	Mar. 27, 1912	Mar. 27, 1912	720 00
Sanitary agent	James H. Meehan	July 2, 1906	July 2, 1906	1,200 00
Sanitary agent	James H. Stoller	July 2, 1906	July 2, 1906	$7 per day.
Special agent	Frank D. Ward	Oct. 1, 1908	Oct. 1, 1911	$1,512 00
Chief veterinarian	John G. Wills	Nov. 17, 1908	April 1, 1911	3,000 00
Consulting veterinarian	J. F. De Vine	Nov. 3, 1907	July 16, 1911	2,000 00
Veterinary agent	Michael Quigley	July 1, 1893	July 1, 1893	2,000 00
First assistant veterinarian	Charles Linch	Sept. 20, 1907	Sept. 20, 1907	1,800 00
Veterinarian	Walter J. Taylor	Sept. 20, 1907	Sept. 20, 1907	1,500 00
Veterinarian	Frederick W. Hunt	Aug. 26, 1912	Aug. 26, 1912	1,200 00
Veterinarian	Frederic W. Andrews	Feb. 26, 1909	Feb. 26, 1909	$7 per day.
Veterinarian	Newell D. Backus	Feb. 26, 1909	Feb. 26, 1909	7 per day.
Veterinarian	A. W. Baker	Dec. 2, 1909	Dec. 2, 1909	7 per day.
Veterinarian	Charles R. Baldwin	Mar. 1, 1911	Mar. 1, 1911	7 per day.
Veterinarian	Harry S. Beebe	Feb. 4, 1903	Feb. 4, 1903	7 per day.
Veterinarian	William Reid Blair	Feb. 26, 1909	Feb. 26, 1909	7 per day.
Veterinarian	S. H. Burnett	June 5, 1903	June 5, 1903	7 per day.
Veterinarian	Henry Cady	Feb. 26, 1909	Feb. 26, 1909	7 per day.
Veterinarian	John T. Claris	Sept. 20, 1907	Sept. 20, 1907	7 per day.

DEPARTMENT OF AGRICULTURE — (*concluded*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*concluded*)			
Veterinarian	Wilson S. Corliss	May 1, 1908	May 1, 1908	$7 per day.
Veterinarian	John W. Fink	Oct. 31, 1910	Oct. 31, 1910	7 per day.
Veterinarian	Melancthon Hamilton	Sept. 20, 1907	Sept. 20, 1907	7 per day.
Veterinarian	A. B. Kelly	Feb. 4, 1903	Feb. 4, 1903	7 per day.
Veterinarian	William H Kelly	June 1, 1899	June 1, 1899	7 per day.
Veterinarian	Richard H. Kingston	Feb. 26, 1909	Feb. 26, 1909	7 per day.
Veterinarian	John Knapp	Feb. 4, 1903	Feb. 4, 1903	7 per day.
Veterinarian	Frank J. Loomis	Oct. 27, 1910	Oct. 27, 1910	7 per day.
Veterinarian	Albert E. Merry	Nov. 17, 1908	Nov. 17, 1908	7 per day.
Veterinarian	Howard J. Milks	Feb. 26, 1909	Feb. 26, 1909	7 per day.
Veterinarian	Raymond C. Reed	Sept. 20, 1907	Sept. 20, 1907	7 per day.
Veterinarian	F. G. Shepard	Feb. 4, 1903	Feb. 4, 1903	7 per day.
Veterinarian	William B. Smith	Nov. 17, 1908	Nov. 17, 1908	7 per day.
Veterinarian	Charles Henry Taylor	Feb. 26, 1909	Feb. 26, 1909	7 per day.
Veterinarian	Robert H. Twitty	Feb. 26, 1909	Feb. 26, 1909	7 per day.
Veterinarian	Ernest L. Volgman	Feb. 26, 1909	Feb. 26, 1909	7 per day.
Veterinarian	W. J. Wadsworth	Jan. 5, 1900	Jan. 5, 1900	7 per day.
Veterinarian	Fred D. Walmsley	Sept. 20, 1907	Sept. 20, 1907	7 per day.
Veterinarian	Philip V. Weaver	Feb. 26, 1909	Feb. 26, 1909	7 per day.
Veterinarian	Christian G. Rohrer	Aug. 21, 1911	Aug. 21, 1911	7 per day.
Veterinarian	Lewis S. Matthews	Aug. 21, 1911	Aug. 21, 1911	7 per day.
Veterinarian	James S. Elliott	Mar. 6, 1911	Mar. 6, 1911	7 per day.
Veterinarian	Louis Juliand	Feb. 26, 1909	Feb. 26, 1909	7 per day.
Veterinarian	John McCartney	Aug. 21, 1911	Aug. 21, 1911	7 per day.
Veterinarian	John A. McNamara	Mar. 27, 1911	Mar. 27, 1911	7 per day.
Veterinarian	Clarence E. Shaw	Feb. 1, 1911	Feb. 1, 1911	7 per day.
Veterinarian	George Rawley Chase	Feb. 26, 1909	Feb. 26, 1909	5 per day.
Veterinarian	William L. Clark	Aug. 21, 1911	Aug. 21, 1911	5 per day.

Veterinarian	Fred E. Cleaver	Mar. 1, 1911	Mar. 1, 1911	5 per day.
Veterinarian	Harry Frederick	Aug. 21, 1911	Aug. 21, 1911	5 per day.
Veterinarian	Walter E. Frink	Aug. 21, 1911	Aug. 21, 1911	5 per day.
Veterinarian	A. C. Hassloch	Feb. 1, 1911	Feb. 1, 1911	5 per day.
Veterinarian	Ralph C. Jenks	Jan. 1, 1912	Jan. 1, 1912	5 per day.
Conductor of farmers' institutes	H. E. Cook	July —, 1896	July —, 1896	8 per day.
Conductor of farmers' institutes	John G. Curtis	Dec. 1, 1908	Dec. 1, 1908	8 per day.
Conductor of farmers' institutes	Frederick E. Gott	Dec. 1, 1908	Dec. 1, 1908	8 per day.
Conductor of farmers' institutes	Charles H. Tuck	Dec. 1, 1908	Dec. 1, 1908	8 per day.
Conductor of farmers' institutes	Edward Van Alstyne	Feb. 1, 1909	Feb. 1, 1909	10 per day.
Conductor of farmers' institutes	Jared Van Wagenen	Dec. 1, 1908	Dec. 1, 1908	8 per day.
Conductor of farmers' institutes	Thomas B. Wilson	Dec. 1, 1908	Dec. 1, 1908	8 per day.
Conductor of farmers' institutes	Daniel P. Witter	Dec. 1, 1908	Dec. 1, 1908	8 per day.

AGRICULTURAL EXPERIMENT STATION, GENEVA

Exempt Class

Director	Whitman H. Jordan	July 1, 1896	July 1, 1896	$5,000 00

Competitive Class

Secretary and treasurer	W. O'Hanlon	Sept. 24, 1886	Sept. 24, 1886	600 00
Secretary to director	Jennie Terwilliger	Sept. 7, 1897	Jan. 1, 1908	960 00
Clerk and stenographer	F. E. Newton	Jan. 1, 1884	Jan. 1, 1884	1,200 00
Clerk and stenographer	Willard F. Patchin	Nov. 22, 1906	Nov. 22, 1906	960 00
Stenographer	Lena G. Curtis	Nov. 15, 1909	Nov. 15, 1909	720 00
Stenographer	May A. Durkin	Oct. 18, 1909	Oct. 18, 1909	720 00
Stenographer	Agnes E. Ryan	July 11, 1910	July 11, 1910	720 00
Stenographer	Esther F. Hawkins	Oct. 16, 1911	Oct. 16, 1911	720 00
Stenographer	Gertrude S. Mayo	Feb. 4, 1908	Dec. 19, 1912	960 00
Computer and mailing clerk	A. H. Horton	May 28, 1890	June 1, 1906	840 00
Associate chemist	Rudolph J. Anderson	Aug. 28, 1911	Aug. 28, 1911	1,800 00
Assistant chemist	Ernest L. Baker	May 1, 1905	May 1, 1905	1,800 00
Assistant chemist	Arthur W. Clark	July 1, 1905	July 1, 1905	1,400 00
Assistant chemist	Otto McCreary	June 10, 1907	June 10, 1907	1,200 00
Assistant chemist	Reginald C. Collison	June 18, 1912	June 18, 1912	1,200 00
Assistant chemist	O. B. Winter	Aug. 1, 1911	Aug. 1, 1911	1,200 00
Assistant chemist	Morgan P. Sweeney	Jan. 15, 1907	Jan. 15, 1907	1,200 00

AGRICULTURAL EXPERIMENT STATION, GENEVA — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COMPETITIVE CLASS — (*continued*)				
Assistant chemist	Richard F. Keeler	April 1, 1912	April 1, 1912	$1,000 00
Assistant chemist	Charles C. Hedges	June 10, 1907	June 10, 1907	960 00
Assistant chemist	Frank E. Rice	May 13, 1910	May 13, 1910	720 00
Foreman in horticulture	O. M. Taylor	April 1, 1896	Mar. 5, 1901	1,800 00
Special agent	F. A. Sirrine	July 23, 1894	July 1, 1902	$5 per day.
Special agent	Fred E. Gladwin	Aug. 1, 1907	Mar. 20, 1911	$1,500 00
Herdsman	J. B. Witter	April 15, 1890	April 15, 1890	600 00
Poultryman	P. F. O'Neil	April 10, 1887	April 10, 1887	780 00
Orchard foreman	Charles McGuigan	May 1, 1907	April 1, 1908	780 00
Dairy helper	M. J. Murray	Aug. 1, 1894	Oct. 11, 1904	780 00
Assistant steam engineer	Eugene T. Casler	Jan. 1, 1899	Jan. 1, 1899	840 00
Florist	Wilfred Newell	Oct. 1, 1908	Oct. 1, 1908	780 00
Janitor	F. G. Phillips	Sept. 6, 1893	Sept. 6, 1893	780 00
Janitor	H. W. Hadlow	April 11, 1892	April 11, 1892	780 00
NON-COMPETITIVE CLASS				
First assistant in animal husbandry	William P. Wheeler	Jan. 1, 1888	Jan. 1, 1888	2,000 00
Editor and librarian	Frank H. Hall	April 1, 1897	April 1, 1897	3,000 00
Agriculturist and superintendent of labor	George W. Churchill	April 1, 1884	April 1, 1884	1,500 00
Dairy expert	George A. Smith	April 15, 1898	April 10, 1907	1,800 00
Soil expert	Joseph F. Barker	July 1, 1911	July 1, 1911	2,000 00
Expert dairy bacteriologist	H. A. Harding	Jan. 23, 1899	Jan. 23, 1899	3,000 00
Botanist and mycologist	F. C. Stewart	July 23, 1894	July 23, 1894	3,000 00
Associate bacteriologist	Martin J. Prucha	Sept. 14, 1903	Jan. 1, 1909	1,800 00
Associate botanist	Walter O. Glover	April 15, 1912	April 15, 1912	1,500 00
Assistant bacteriologist	Harold J. Conn	Aug. 1, 1911	Aug. 1, 1911	1,500 00
Assistant bacteriologist	Godfrey L. Reuhle	Feb. 15, 1911	Feb. 15, 1911	960 00
Assistant bacteriologist	James D. Brew	June 20, 1912	June 20, 1912	840 00

Assistant botanist	Mancel T. Munn	July 1, 1912	July 1, 1912	840 00
Assistant botanist	Stockton M. McMurran	Oct. 1, 1909	Oct. 1, 1909	720 00
Chemist	L. L. Van Slyke	June 12, 1890	June 12, 1890	3,000 00
Entomologist	P. J. Parrott	Aug. 1, 1900	Sept. 15, 1903	3,000 00
Assistant entomologist	William J. Schoene	July 7, 1906	July 7, 1906	1,800 00
Assistant entomologist	Frederick Z. Hartzell	June 1, 1909	June 1, 1909	1,500 00
Assistant entomologist	Harold E. Hodgkiss	Aug. 15, 1904	Aug. 15, 1904	1,200 00
Assistant entomologist	Bentley Ball Fulton	June 20, 1912	June 20, 1912	840 00
Horticulturist	Ulysses P. Hedrick	Aug. 1, 1905	Aug. 1, 1905	3,500 00
Associate horticulturist	Richard Wellington	July 15, 1906	July 15, 1906	1,800 00
Assistant horticulturist	George H. Howe	Nov. 1, 1910	Nov. 1, 1910	1,200 00
Assistant horticulturist	Chas. B. Tubergen	July 1, 1911	July 1, 1911	960 00

SCHOOL OF AGRICULTURE, MORRISVILLE

Unclassified Service

Teacher (agronomy)	Jasper F. Eastman	Aug. 15, 1910	Aug. 15, 1910	1,500 00
Teacher (dairying)	James R. Dice	Nov. 1, 1910	Nov. 1, 1910	1,500 00
Teacher (academic)	Isaiah M. Charlton	Aug. 15, 1910	Aug. 15, 1910	1,320 00
Teacher (horticulture)	Hugh Findlay	Aug. 22, 1910	Aug. 22, 1910	1,320 00
Teacher (domestic science)	Florence H. Churton	Sept. 1, 1910	Sept. 1, 1910	1,200 00
Teacher (shop superintendent)	Frank L. Spoor	Oct. 15, 1910	Oct. 15, 1910	1,100 00
Teacher (vocal music)	Lena H. Green	Oct. 1, 1912	Oct. 1, 1912	$10 per week.
Teacher (piano)	Lucy Senn	Sept. 15, 1912	Sept. 15, 1912	$10 per week.

Competitive Class

Director	F. G. Helyar	April 1, 1910	April 1, 1910	$2,700 00
Clerk and private secretary	Frederick A. Smith	Oct. 1, 1912	Oct. 1, 1912	900 00
Stenographer	Edith M. Thornburn	June 28, 1910	June 28, 1910	720 00
Stenographer	Isabelle C. Ogden	Sept. 27, 1912	Sept. 27, 1912	720 00
Gardener	Alson Wheeler	Aug. 1, 1912	Aug. 1, 1912	720 00
Veterinarian	J. H. Hewitt	Jan. 1, 1911	Jan. 1, 1911	800 00

Non-competitive Class

Farm superintendent	Bert J. Bussey	July 22, 1910	July 22, 1910	840 00

STATE ARCHITECT

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE			
State Architect	H. W. Hoefer	June 1, 1912	June 1, 1912	$7,500 00
	EXEMPT CLASS			
Deputy	Joseph P. Powers	June 1, 1912	June 1, 1912	5,000 00
Private secretary	William S. Costa	June 1, 1912	June 1, 1912	2,700 00
	COMPETITIVE CLASS			
Assistant deputy	Charles A. Sussdorff	Aug. 8, 1895	May 1, 1910	3,500 00
Chief clerk	Katherine J. Shields	Nov. 28, 1898	Sept. 1, 1904	1,600 00
Stenographer and clerk	Lulu Dillenbeck	Jan. 1, 1897	Oct. 1, 1904	1,325 00
Stenographer	Adelaide A. Wiedenbeck	Oct. 15, 1903	Feb. 1, 1909	1,500 00
Stenographer	Margaret T. Reilly	Dec. 14, 1904	Dec. 14, 1904	1,225 00
Stenographer	Katherine P. Arundell	May 5, 1908	Aug. 1, 1909	1,050 00
Stenographer	Matthew A. Flannery	Sept. 25, 1911	Sept. 25, 1911	900 00
Stenographer	Stanley M. Wood	Nov. 1, 1911	Nov. 1, 1911	900 00
Stenographer	W. E. Cole	April 16, 1912	April 16, 1912	900 00
Stenographer	Ethel P. Freytag	Nov. 15, 1909	Sept. 1, 1912	720 00
Stenographer	Alice M. Brown	Aug. 8, 1912	Aug. 8, 1912	480 00
Messenger	A. V. O. De Graff	June 7, 1881	June 7, 1881	1,200 00
Junior clerk	W. Emmet J. Galvin	Nov. 7, 1910	Dec. 1, 1912	600 00
Page	Martin F. Madigan	Oct. 6, 1911	Oct. 6, 1911	480 00
Page	Thomas J. Colloton	July 16, 1912	July 16, 1912	360 00
Engineer-in-chief	Samuel Manning	June 23, 1899	May 1, 1903	3,000 00
Electrical engineer	Valentine C. Wynne	April 23, 1900	April 23, 1900	2,400 00
Electrical engineer	Edwin S. Northrup	Sept. 25, 1911	Sept. 25, 1911	1,800 00
Engineering inspector	Elbert W. Tompkins	July 12, 1906	June 1, 1908	2,500 00
Engineering draftsman	H. W. Lockwood	Aug. 1, 1906	May 27, 1912	$5 per day.
Heating engineer	Joseph T. Freeman	June 1, 1905	June 1, 1908	$2,250 00

Sanitary engineer	Henry W. Taylor	Nov. 25, 1907	Nov. 9, 1908	2,250 00
Tracer	Harold J. Hichman	April 3, 1902	June 21, 1907	1,200 00
Tracer	Thomas F. Murray	Jan. 14, 1908	Oct. 1, 1910	720 00
Tracer	William W. Pennock	Jan. 13, 1908	Oct. 1, 1911	720 00
Chief draftsman	George D. Coons	Mar. 18, 1896	May 1, 1903	3,000 00
Assistant chief draftsman	Robert D. Macpherson	July 13, 1899	May 1, 1903	2,800 00
Chief inspector	DeWitt M. Collier	June 19, 1899	Oct. 1, 1910	2,700 00
Draftsman and building inspector	Edward V. Rockwood	April 9, 1900	July 1, 1903	1,800 00
Structural engineer	Achille O. Van Seutendael	Sept. 15, 1908	Sept. 15, 1908	3,000 00
Draftsman	Frederick E. Corwith	Nov. 11, 1895	Nov. 11, 1895	2,800 00
Draftsman	James B. Mayers	Aug. 17, 1911	Aug. 17, 1911	1,800 00
Draftsman	Abner M. Stuckert	June 23, 1899	June 23, 1899	1,700 00
Draftsman	Walter C. Longleway	July 11, 1896	June 22, 1903	1,600 00
Draftsman	George C. Van Buren	July 19, 1895	July 19, 1895	1,500 00
Draftsman	Frederick A. Gates	April 1, 1902	April 1, 1902	1,400 00
Draftsman	Caroline L. Anderson	April 16, 1900	April 16, 1900	1,400 00
Draftsman	C. H. Gardinier	Sept. 6, 1905	Sept. 6, 1905	1,400 00
Draftsman	Albert G. Taaffe	Aug. 1, 1903	June 7, 1905	1,400 00
Draftsman	Theodore H. Fries	Aug. 1, 1907	Aug. 1, 1907	1,400 00
Draftsman	Charles S. Edgerton	Oct. 20, 1903	Oct. 20, 1903	1,300 00
Draftsman	John L. Dykeman	Nov. 20, 1911	Nov. 20, 1911	1,200 00
Draftsman	W. Lloyd Rounds	July 25, 1905	Jan. 1, 1908	1,200 00
Draftsman	George W. Allen	Mar. 25, 1912	Mar. 25, 1912	1,200 00
Draftsman	Pincus Roetenberg	Dec. 9, 1912	Dec. 9, 1912	1,200 00
Draftsman	Maurice A. Olson	July 22, 1912	Nov. 5, 1912	1,200 00
Draftsman	Paul Weigel	Nov. 25, 1912	Nov. 25, 1912	1,200 00
Junior draftsman	Frank J. Ricker	June 24, 1912	June 24, 1912	800 00
Junior draftsman	Wm. H. McCarty	Dec. 2, 1912	Dec. 2, 1912	800 00
Junior draftsman	Otto E. Mann	Dec. 2, 1912	Dec. 2, 1912	800 00
Junior draftsman	John M. Ryder	Dec. 4, 1912	Dec. 4, 1912	800 00
Junior draftsman	Stanley A. Pennock	Dec. 4, 1912	Dec. 4, 1912	800 00
Junior draftsman	Hicks B. Waldron	Dec. 16, 1912	Dec. 16, 1912	800 00
Architectural designer	Clarence B. Cutler	April 2, 1906	April 2, 1906	2,400 00
Special architectural designer	Thomas B. Herman	Mar. 7, 1910	May 16, 1912	2,200 00
Special architectural designer	Fred B. O'Connor	May 8, 1905	May 16, 1912	2,100 00
Superintendent of construction	Richard A. Sanders	April 3, 1911	April 3, 1911	2,400 00

STATE ARCHITECT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Superintendent of construction	Preston H. Porcheron	Aug. 31, 1910	Aug. 31, 1910	$2,400 00
Superintendent of construction	William Kleitz	Sept. 20, 1903	April 1, 1912	2,400 00
Superintendent of construction	Frank H. Stevens	Nov. 1, 1909	Nov. 1, 1909	2,100 00
Superintendent of construction	Edward Metzger	Aug. 3, 1909	Aug. 3, 1909	2,100 00
Superintendent of construction	Louis E. Bonnaud	May 9, 1910	May 9, 1910	2,100 00
Superintendent of construction	Allan C. Browne	Aug. 17, 1910	Aug. 17, 1910	1,900 00
Superintendent of construction	Henry A. Hodge	Sept. 13, 1909	Sept. 13, 1909	1,900 00
Superintendent of construction	Arthur A. Beattie	Jan. 1, 1905	Mar. 11, 1910	1,800 00
Superintendent of construction	Francis J. Dunn	April 25, 1907	Mar. 11, 1910	1,800 00
Superintendent of construction	Oliver V. Clark	June 6, 1906	Oct. 1, 1910	1,800 00
Superintendent of construction	Harry W. White	Feb. 15, 1904	Aug. 1, 1909	1,800 00
Superintendent of construction	John H. Vorbach	April 26, 1909	Sept. 13, 1909	1,800 00
Superintendent of construction	William E. Barton	July 12, 1910	July 12, 1910	1,800 00
	ATHLETIC COMMISSION			
	UNCLASSIFIED SERVICE			
Commissioner	Frank O'Neil	July 26, 1911	July 26, 1911	5,000 00
Commissioner	John J. Dixon	July 26, 1911	July 26, 1911	5,000 00
Commissioner	Vacancy	.....	.....	
	EXEMPT CLASS			
Secretary	Charles J. Harvey	Aug. 18, 1911	Aug. 18, 1911	3,500 00
	ATTORNEY-GENERAL			
	UNCLASSIFIED SERVICE			
Attorney-General	Thomas Carmody	Jan. 1, 1911	Jan. 1, 1911	10,000 00

EXEMPT CLASS

Deputy	Joseph A. Kellogg	Jan. 1, 1911	Jan. 1, 1911	8,000 00
Deputy	William A. McQuaid	Jan. 1, 1911	Jan. 1, 1911	6,500 00
Deputy	Henry Selden Bacon	Jan. 1, 1911	Jan. 1, 1911	6,000 00
Deputy	Frank W. Brown	Jan. 1, 1911	Jan. 1, 1911	5,000 00
Deputy	Joseph D. Edelson	Jan. 1, 1911	Jan. 1, 1911	5,000 00
Deputy	James A. Parsons	Jan. 1, 1911	Jan. 1, 1911	4,500 00
Deputy	Edward J. Mone	Jan. 9, 1911	Jan. 9, 1911	4,500 00
Deputy	John J. Dwyer	Jan. 9, 1911	Jan. 9, 1911	4,500 00
Deputy	August Merrill	Feb. 13, 1911	Feb. 13, 1911	4,500 00
Deputy	Vacancy	.....	.....	4,500 00
Deputy	Jeremiah F. Connor	April 15, 1911	April 15, 1911	4,500 00
Deputy	James J. Barrett	Feb. 1, 1912	Feb. 1, 1912	4,500 00
Deputy	Francis L. Ganley	Jan. 9, 1911	Jan. 9, 1911	3,500 00
Deputy	Arnold J. Potter	Jan. 23, 1911	Jan. 23, 1911	3,500 00
Deputy	Samuel Ecker	Feb. 9, 1911	Feb. 9, 1911	3,500 00
Deputy	Henry S. Renaud	Feb. 15, 1911	Feb. 15, 1911	3,000 00
Deputy	Joseph W. Keller	Jan. 9, 1911	Feb. 1, 1912	3,000 00
Deputy	Harry B. Harpending	Feb. 1, 1912	Feb. 1, 1912	3,000 00
Deputy	William Karl	May 15, 1912	May 15, 1912	3,000 00
Deputy	2 vacancies	.....	.....	.....
Private secretary	Augustin M. Kelly	Feb. 1, 1912	Feb. 1, 1912	2,500 00
Stenographer to the Attorney-General	Elberthe Ackley	Jan. 16, 1911	Jan. 16, 1911	1,500 00
Confidential stenographer (New York office)	Anna M. Karr	Dec. 14, 1905	July 1, 1906	1,500 00
Confidential clerk	Jeremiah E. Buckley	Jan. 1, 1911	Jan. 1, 1911	1,500 00
Financial clerk	Agnes E. Flinn	July 1, 1912	July 1, 1912	1,500 00
Confidential messenger (New York office)	Daniel Corcoran	Mar. 1, 1911	Mar. 1, 1911	1,000 00
Confidential messenger	William C. Young	Jan. 5, 1912	Jan. 5, 1912	720 00
Investigator of claims for the Board of Claims	Michael Vincent Ryan	Jan. 1, 1909	June 1, 1909	1,800 00
Special investigator (New York office)	Vacancy	.....	.....	.....

COMPETITIVE CLASS

Deputy	Franklin Kennedy	Aug. 1, 1909	Aug. 1, 1909	3,500 00
Deputy	Wilber W. Chambers	Jan. 6, 1910	Jan. 6, 1910	3,500 00
Deputy	Edward A. Gifford	Jan. 1, 1909	Jan. 1, 1909	3,000 00
Deputy	Charles Mann Stern	Jan. 1, 1909	Jan. 1, 1909	3,000 00

ATTORNEY-GENERAL — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Deputy	Charles Russell McSparren	Jan. 1, 1909	Jan. 6, 1910	$3,000 00
Deputy	Robert P. Beyer	Jan. 6, 1910	Jan. 6, 1910	2,500 00
Assistant to deputy	Michael H. Quirk	Jan. 1, 1888	Jan. 1, 1901	3,500 00
Land and tax clerk	Edward H. Leggett	Jan. 1, 1898	Oct. 1, 1902	3,000 00
Title examiner	Clarence R. Cummings	Jan. 10, 1910	Jan. 10, 1910	2,000 00
Title examiner	Delano E. Farr	Jan. 10, 1910	Jan. 10, 1910	2,000 00
Title examiner	John D. Monroe	Jan. 10, 1910	Jan. 10, 1910	2,500 00
Title examiner	Patrick H. Clune	Jan. 10, 1910	Jan. 10, 1910	2,000 00
Title examiner	Eric J. Lake	Oct. 16, 1911	Oct. 16, 1911	2,000 00
Title examiner	Marshall P. Howard	Nov. 4, 1912	Nov. 4, 1912	2,000 00
Title examiner	Michael F. O'Connor	Dec. 16, 1912	Dec. 16, 1912	2,000 00
Law clerk	Edward G. Griffin	June 29, 1910	April 1, 1911	2,000 00
Law librarian	Arthur J. Smith	Jan. 1, 1907	July 12, 1910	1,200 00
Hearing stenographer	William M. Thomas	Jan. 1, 1882	Oct. 1, 1902	2,400 00
Stenographer and record clerk	Anna L. O'Connell	Jan. 21, 1909	Aug. 30, 1910	1,800 00
Stenographer	M. D. Farrell	Sept. 20, 1907	Sept. 20, 1907	1,500 00
Stenographer	Anna E. Burke	Aug. 1, 1905	April 12, 1906	1,200 00
Stenographer	Charles E. Glynn	Jan. 23, 1903	Sept. 1, 1910	1,200 00
Stenographer	Edward Cordial	Aug. 1, 1906	Aug. 1, 1906	1,200 00
Stenographer	Sadie Bellion	Feb. 25, 1909	Feb. 25, 1909	1,200 00
Stenographer	Blanche R. Heflich	July 12, 1909	July 12, 1909	1,200 00
Stenographer	Yetta E. Sheer	Aug. 8, 1910	Aug. 8, 1910	1,200 00
Stenographer	Teresa X. Waugh	Dec. 16, 1912	Dec. 16, 1912	1,200 00
Stenographer	Katherine V. Kelley	Feb. 1, 1909	Feb. 1, 1909	1,050 00
Stenographer	Margaret M. McGraw	Jan. 4, 1910	Jan. 4, 1910	1,050 00
Stenographer	Kathryn M. Pitts	Jan. 4, 1910	Jan. 4, 1910	1,050 00
Stenographer	Lillian Cramer	Feb. 28, 1910	Feb. 28, 1910	900 00
Stenographer	E. Fredith Norris	Nov. 12, 1910	Nov. 12, 1910	900 00

Stenographer	Mollie Hornstein	May 27, 1912	May 27, 1912	900 00
Stenographer	Lillian C. Zinn	June 1, 1912	June 1, 1912	900 00
Stenographer	May A. McEvoy	Aug. 1, 1912	Aug. 1, 1912	600 00
Stenographer	Irene Fleming	May 1, 1912	May 1, 1912	480 00
Messenger	William Bernheimer	Oct. 28, 1907	Oct. 1, 1909	900 00
Subpoena server	James J. Low	April 21, 1910	April 21, 1910	$3 per day.
Process server	Elias Stiller	May 15, 1911	May 15, 1911	$1,200 00
Process server	Abraham J. Lifshitz	May 15, 1911	May 15, 1911	1,200 00
Process server	Henry Unterweiser	May 15, 1911	May 15, 1911	1,200 00
Process server	David A. Simpson	May 15, 1911	May 15, 1911	1,200 00
Process server	Henry H. Livingston	Jan. 1, 1913	Jan. 1, 1913	1,200 00
Law clerk and detective	Alfred W. Jones	Dec. 6, 1909	Dec. 6, 1909	1,200 00

BANKING DEPARTMENT

Unclassified Service

Superintendent	George C. Van Tuyl, Jr	May 23, 1911	May 23, 1911	7,000 00

Exempt Class

Deputy	George I. Skinner	Mar. 1, 1897	Oct. 24, 1907	5,000 00
Second deputy	Edward J. Graham	Mar. 3, 1911	Mar. 3, 1911	4,500 00
Third deputy	Walther Wolf	Mar. 14, 1910	Mar. 14, 1910	4,000 00
Confidential clerk and financial clerk and private secretary	Willard E. McHarg	May 23, 1911	May 23, 1911	3,500 00
Stenographer to superintendent	Anna G. Bristow	April 7, 1902	April 7, 1902	1,500 00
Confidential stenographer, New York office	Florence E. Sellvin	Aug. 2, 1911	Aug. 2, 1911	1,300 00

Competitive Class

Chief clerk and examiner	John D. Moriarity	April 14, 1883	Dec. 30, 1910	3,000 00
Bookkeeper	Nathaniel Orens	Aug. 1, 1906	Aug. 1, 1906	1,800 00
Clerk	Peter N. Shippee	Nov. 21, 1906	Nov. 21, 1906	1,500 00
Clerk	Harriett B. Kennedy	Oct. 5, 1891	April 29, 1912	1,000 00
Stenographer and clerk	Arthur I. Rand	Mar. 20, 1900	Mar. 20, 1900	1,300 00
Stenographer	Clinton D. Ganse	Mar. 21, 1904	Mar. 21, 1904	1,600 00
Stenographer	Carrie M. Clancey	Feb. 4, 1901	Feb. 4, 1901	1,400 00
Stenographer	Blanche M. Borthwick	Mar. 25, 1907	Oct. 1, 1907	1,200 00
Stenographer	Mary H. Shields	Feb. 1, 1906	Oct. 21, 1907	1,200 00
Stenographer	Louis Nieman	April 1, 1911	April 1, 1911	900 00

BANKING DEPARTMENT[1]— (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Stenographer	Elizabeth M. Gorham	Nov. 16, 1908	Aug. 1, 1911	$1,200 00
Filing clerk	Elizabeth E. Staley	June 15, 1908	June 15, 1908	1,100 00
Page	John J. Sullivan	Nov. 19, 1912	Nov. 19, 1912	360 00
Watchman	Patrick H. White	June 13, 1907	June 13, 1907	$5 per week.
Examiner	George A. Plant	Jan. 13, 1906	Dec. 30, 1910	$2,700 00
Examiner	Frank B. Hoag	Dec. 11, 1908	Dec. 11, 1908	2,300 00
Examiner	George S. Adams	June 1, 1905	June 1, 1905	$11 per day.
Examiner	Walter S. Allen	Dec. 16, 1895	Dec. 16, 1895	13 per day.
Examiner	Horace S. Andrews	June 1, 1908	June 1, 1908	16 per day.
Examiner	Arthur S. Barber	Dec. 1, 1908	Dec. 1, 1908	10 per day.
Examiner	Joseph A. Broderick	Feb. 15, 1910	Feb. 15, 1910	13 per day.
Examiner	Benjamin D. Bullock	Jan. 5, 1911	Jan. 5, 1911	10 per day.
Examiner	Alfred T. Campbell	Mar. 3, 1898	Mar. 3, 1898	18 per day.
Examiner	Fletcher G. Crane	Aug. 30, 1910	Aug. 30, 1910	10 per day.
Examiner	George W. Egbert	Aug. 31, 1910	Aug. 31, 1910	10 per day.
Examiner	E. T. Eshelman	Oct. 11, 1909	Oct. 11, 1909	11 per day.
Examiner	Benjamin D. Haight	Oct. 17, 1907	Jan. 21, 1911	13 per day.
Examiner	Charles W. Hermans	April 23, 1896	April 23, 1896	16 per day.
Examiner	Charles A. Horne	April 23, 1909	April 23, 1909	12 per day.
Examiner	Edward F. Howe	June 19, 1911	June 19, 1911	10 per day.
Examiner	Robert W. Humphrey	Feb. 7, 1902	Feb. 7, 1902	13 per day.
Examiner	Claude Hutchins	Dec. 1, 1908	Dec. 1, 1908	13 per day.
Examiner	Roger P. Kavanagh	June 1, 1908	June 1, 1908	13 per day.
Examiner	H. B. Kennedy	July 19, 1911	Nov. 1, 1912	10 per day.
Examiner	James J. Kennedy	Jan. 3, 1910	Jan. 3, 1910	12 per day.
Examiner	Nicholas T. Killip	Mar. 8, 1909	Mar. 8, 1909	10 per day.
Examiner	James S. Love	Dec. 16, 1895	Jan. 10, 1906	13 per day.
Examiner	William A. MacCallum	Feb. 10, 1908	Feb. 10, 1908	13 per day.

Examiner	Norman J. McDonald	Nov. 21, 1911	Nov. 21, 1911	10 per day.
Examiner	Willard E. McHarg	May 23, 1911	Nov. 1, 1912	12 per day.
Examiner	George V. McLaughlin	Dec. 1, 1911	Dec. 1, 1911	10 per day.
Examiner	Andrew Moreland	June 1, 1908	June 1, 1908	14 per day.
Examiner	Alison H. Morey	Jan. 21, 1911	Jan. 21, 1911	10 per day.
Examiner	Frank Noble	June 1, 1908	June 1, 1908	14 per day.
Examiner	James J. O'Shaughnessy	Aug. 30, 1910	Aug. 30, 1910	10 per day.
Examiner	Thomas A. Peyterman	Nov. 14, 1910	Nov. 14, 1910	10 per day.
Examiner	Daniel W. Quinn	Oct. 12, 1910	Oct. 12, 1910	10 per day.
Examiner	Frank C. Rhodes	Aug. 16, 1911	Aug. 16, 1911	10 per day.
Examiner	E. K. Satterlee	Nov. 29, 1912	Nov. 29, 1912	10 per day.
Examiner	Irving V. Scott	April 15, 1911	April 15, 1911	10 per day.
Examiner	Gordon F. Smith	June 1, 1908	June 1, 1908	13 per day.
Examiner	Harry L. Tompkins	Sept. 8, 1909	Sept. 8, 1909	12 per day.
Examiner	Archibald B. Wheeler	July 29, 1912	July 29, 1912	8 per day.
Examiner	Horace J. Young	Oct. 3, 1895	Oct. 3, 1895	16 per day.
	NON-COMPETITIVE CLASS			
Examiner	Edward L. Dodge	Aug. 31, 1904	Aug. 31, 1904	13 per day.

BRONX PARKWAY COMMISSION

UNCLASSIFIED SERVICE

Commissioner	Madison Grant	July 17, 1907	July 17, 1907	$2,500 00
Commissioner	William White Niles	July 17, 1907	July 17, 1907	2,500 00
Commissioner	James G. Cannon	July 17, 1907	July 17, 1907	2,500 00
	EXEMPT CLASS			
Engineer and secretary	Jay Downer	July 17, 1911	Aug. 1, 1912	5,000 00
	COMPETITIVE CLASS			
Assistant civil engineer	Chester A. Garfield	Nov. 15, 1912	Nov. 15, 1912	2,000 00
Transitman	Robert L. Dixon	Dec. 27, 1909	Nov. 18, 1912	1,320 00
Draftsman	Leopold Leer	Jan. 1, 1913	Jan. 1, 1913	1,650 00
Forester	Albert N. Robson	Jan. 1, 1913	Jan. 1, 1913	1,200 00
Rodman	Frederick H. Gross	Mar. 4, 1912	Nov. 18, 1912	960 00

BRONX PARKWAY COMMISSION — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COMPETITIVE CLASS — (*continued*)				
Axeman	Robert L. Mutschler	Nov. 18, 1912	Nov. 18, 1912	$840 00
Stenographer and bookkeeper	Louise A. Bancroft	Jan. 1, 1913	Jan. 1, 1913	1,200 00
Stenographer	Selma Wohl	Feb. 19, 1912	Feb. 19, 1912	720 00
Page	Morris A. Lefkoff	Oct. 1, 1912	Oct. 1, 1912	360 00

BOARD OF CHARITIES

UNCLASSIFIED SERVICE

Commissioner	William R. Stewart	May 31, 1892	May 31, 1892	$10 per day.*
Commissioner	Stephen Smith	May 5, 1905	May 5, 1905	10 per day.*
Commissioner	Thomas M. Mulry	May 29, 1907	May 29, 1907	10 per day.*
Commissioner	Herman Ridder	May 3, 1911	May 3, 1911	10 per day.*
Commissioner	Simon W. Rosendale	April 2, 1903	April 2, 1903	10 per day.*
Commissioner	Richard L. Hand	June 9, 1908	June 9, 1908	10 per day.*
Commissioner	Horace McGuire	June 9, 1908	June 9, 1908	10 per day.*
Commissioner	William H. Gratwick	April 17, 1901	April 17, 1901	10 per day.*
Commissioner	Joseph C. Baldwin, Jr.	May 29, 1907	May 29, 1907	10 per day.*
Commissioner	Herman A. Metz	July 20, 1911	July 20, 1911	10 per day.*
Commissioner	John W. Hogan	Mar. 11, 1910	Mar. 11, 1910	10 per day.*
Commissioner	Daniel W. Burdick	Oct. 19, 1911	Oct. 19, 1911	10 per day.*

EXEMPT CLASS

Secretary	Robert W. Hebberd	April 1, 1910	April 1, 1910	$5,000 00

COMPETITIVE CLASS

Superintendent of State and alien poor	Robert W. Hill	June 1, 1899	April 1, 1910	3,500 00
Deputy superintendent of State and alien poor	Seward Wikoff	June 26, 1899	Oct. 1, 1911	1,800 00
Chief clerk	Wellington D. Ives	May 1, 1897	May 1, 1897	2,500 00
Statistician	Ellen L. Tenny	—— —, 1879	—— —, 1879	1,500 00

Clerk	L. Elizabeth Thacher	Nov. 1, 1902	Mar. 18, 1905	1,500 00
Clerk	Clara M. Paquet	Feb. 11, 1902	July 1, 1905	900 00
Clerk	A. Mabel Taylor	Oct. 1, 1910	Oct. 1, 1910	720 00
Junior clerk	Daniel P. Hoffman	Oct. 15, 1906	Aug. 15, 1910	600 00
Junior clerk	Isidor Spinrad	Jan. 1, 1912	Jan. 1, 1912	600 00
Stenographer	William C. Hinckley	Oct. 1, 1902	Oct. 1, 1902	1,500 00
Stenographer	Anna Mitchell	Nov. 1, 1899	Nov. 1, 1899	1,200 00
Stenographer	Leola E. Ternan	Mar. 4, 1906	April 12, 1906	900 00
Stenographer	Hannah B. Oppenheim	May 1, 1908	May 1, 1908	900 00
Stenographer	Flora E. Baehr	April 1, 1912	April 1, 1912	900 00
Stenographer	Ella S. Heyman	May 1, 1910	May 1, 1910	900 00
Stenographer	Katherine L. O'Brian	Oct. 7, 1908	Oct. 7, 1908	900 00
Stenographer	Anna H. Purcell	Sept. 13, 1909	Sept. 13, 1909	720 00
Stenographer	Augusta Mulholland	July 6, 1910	Oct. 17, 1910	720 00
Stenographer	Alice M. Powers	Oct. 17, 1910	Oct. 17, 1910	720 00
Stenographer	Helena F. Vail	April 17, 1911	April 17, 1911	720 00
Stenographer	Esther Palinsky	Oct. 1, 1912	Oct. 1, 1912	720 00
Stenographer	Louise T. Hartman	Oct. 1, 1912	Oct. 1, 1912	720 00
Stenographer	Gladys H. Secor	Oct. 1, 1912	Oct. 1, 1912	600 00
Stenographer	Emilie M. Stillman	July 8, 1912	Oct. 8, 1912	600 00
Stenographer	Dorothea B. Rosebrook	Nov. 16, 1912	Nov. 16, 1912	600 00
Transfer agent	George Elson	Dec. 10, 1907	Dec. 10, 1907	1,500 00
Inspector of records	James H. Foster	April 13, 1908	April 13, 1908	1,800 00
Superintendent of inspection	Richard W. Wallace	Mar. 1, 1906	July 1, 1907	3,000 00
Superintendent of inspection	John B. Prest	Jan. 12, 1900	Feb. 9, 1907	1,800 00
Physician	Anne T. Bingham	Dec. 1, 1906	Oct. 1, 1912	1,200 00
Inspector	Henry M. Lechtrecker	Sept. 1, 1897	Sept. 1, 1897	2,000 00
Inspector	Clarence E. Ford	July 20, 1906	July 20, 1906	1,500 00
Inspector	Gertrude E. Hall	July 1, 1907	July 1, 1907	1,500 00
Inspector	Herbert J. Hunn	Feb. 1, 1911	Feb. 1, 1911	1,500 00
Inspector	Alice M. Kautz	June 20, 1906	June 20, 1906	1,200 00
Inspector	Minnie B. Wade	May 1, 1905	May 1, 1905	1,200 00
Inspector	Mary E. Walsh	Oct. 1, 1905	Oct. 1, 1905	1,500 00
Inspector	George C. Rowell	Aug. 1, 1909	Aug. 1, 1909	1,200 00
Inspector	Helen Hill	July 26, 1909	July 26, 1909	1,200 00

* $10 per meeting, not exceeding $500 per year.

BOARD OF CHARITIES — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Inspector	Frederick D. Hopkins	July 16, 1910	July 16, 1910	$1,200 00
Inspector	Annetta M. Dieckman	Nov. 1, 1910	Nov. 1, 1910	1,200 00
Inspector	Warren N. Covill	July 23, 1909	Oct. 1, 1910	1,200 00
Inspector	Wilhelmina L. Barrett	April 1, 1911	April 1, 1911	1,200 00
Inspector	Harry M. Hirsch	Oct. 23, 1905	Oct. 1, 1910	1,200 00
Investigator	Alice S. Tharnisch	June 10, 1912	June 10, 1912	1,200 00
Investigator	Evelyn H. Ellis	Oct. 1, 1912	Oct. 1, 1912	1,200 00
Investigator	Marion Collins	Oct. 1, 1912	Oct. 1, 1912	1,200 00

CIVIL SERVICE COMMISSION

	UNCLASSIFIED SERVICE			
Commissioner	Jacob Neu	Jan. 7, 1913	Jan. 7, 1913	3,000 00
Commissioner	Meyer Wolff	Jan. 7, 1913	Jan. 7, 1913	3,000 00
Commissioner	James A. Lavery	Jan. 7, 1913	Jan. 7, 1913	3,000 00
	COMPETITIVE CLASS			
Secretary	John C. Birdseye	June 1, 1884	Sept. 1, 1900	4,000 00
Chief examiner	Harold N. Saxton	Aug. 10, 1896	June 1, 1909	3,600 00
Assistant secretary	George R. Hitchcock	Jan. 10, 1900	Feb. 14, 1907	2,000 00
Chief clerk	Julia M. Ryan	Feb. 1, 1899	Feb. 14, 1907	1,700 00
Examiner	P. H. Parthesius	June 1, 1909	June 1, 1909	2,500 00
Examiner	Charles Hendricks	Nov. 11, 1912	Nov. 11, 1912	2,100 00
Examiner	John W. Root	Aug. 6, 1906	Aug. 6, 1906	2,000 00
Examiner	Herbert E. Hayes	Feb. 1, 1910	Feb. 1, 1910	1,300 00
Examiner	William L. Chase	Jan. 1, 1910	Jan. 1, 1910	1,200 00
Examiner	Charles W. Latimer	July 1, 1912	July 1, 1912	1,200 00
Stenographer	Elizabeth S. Van Vranken	Jan. 15, 1904	July 1, 1905	1,300 00

Stenographer	Edna Henry	Jan. 21, 1907	Jan. 21, 1907	1,000 00
Stenographer	Mabel P. Vanderpoel	Nov. 1, 1908	Nov. 1, 1908	1,000 00
Stenographer	May J. Fee	July 5, 1910	July 5, 1910	900 00
Stenographer	Loretto A. Hearley	Mar. 16, 1911	Mar. 16, 1911	900 00
Stenographer	Catherine C. Geier	Aug. 7, 1911	Aug. 7, 1911	720 00
Stenographer	Mary L. Comstock	Oct. 24, 1910	Oct. 23, 1911	720 00
Stenographer	Justina M. Grogan	Feb. 19, 1912	Feb. 19, 1912	600 00
Clerk and examiner	Georgia G. Smith	Mar. 16, 1911	Nov. 1, 1911	900 00
Clerk	John E. Carpenter	Nov. 11, 1909	May 16, 1910	720 00
Clerk	Frances M. Devanna	July 27, 1911	July 27, 1911	720 00
Junior clerk	Raymond Jones	July 11, 1910	Oct. 1, 1911	600 00
Page	William J. Maher	May 7, 1912	May 7, 1912	480 00
Page	Cornelius W. Gray	Nov. 18, 1912	Nov. 18, 1912	360 00

BOARD OF CLAIMS

UNCLASSIFIED SERVICE

Commissioner	Robert L. Luce	Sept. 29, 1911	Sept. 29, 1911	6,000 00
Commissioner	William A. Gardner	Sept. 29, 1911	Sept. 29, 1911	6,000 00
Commissioner	James C. McDonald	Sept. 29, 1911	Sept. 29, 1911	6,000 00

EXEMPT CLASS

Clerk	John V. Sheridan	Oct. 20, 1911	Oct. 20, 1911	3,000 00
Deputy clerk	E. Lee Auchampaugh	Oct. 20, 1911	Oct. 20, 1911	2,500 00
Confidential clerk and stenographer	William R. Foley	July 11, 1912	July 11, 1912	2,500 00

COMPETITIVE CLASS

Stenographer	William M. Murray	Nov. 5, 1902	Oct. 20, 1911	2,400 00
Recording clerk	Matthew J. Kendrick	May 1, 1898	Oct. 1, 1904	1,200 00
Clerk and stenographer	Catherine J. Crowe	Aug. 17, 1903	Nov. 1, 1911	1,200 00
Stenographer	Alice A. Lyons	Nov. 1, 1907	Sept. 10, 1908	720 00

COMPTROLLER

UNCLASSIFIED SERVICE

Comptroller	William Sohmer	Jan. 1, 1911	Jan. 1, 1911	8,000 00

COMPTROLLER — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS*			
Deputy comptroller	Michael J. Walsh	Jan. 1, 1911	Jan. 1, 1911	$6,000 00
Deputy comptroller	Edwin S. Harris	Oct. 9, 1911	Oct. 9, 1911	5,000 00
Deputy comptroller	Wallace S. Fraser	Feb. 15, 1911	Jan. 1, 1912	5,000 00
Secretary	Edwin W. Sohmer	Jan. 1, 1911	Jan. 1, 1911	4,000 00
Stenographer to the comptroller	L. Neumann	Jan. 1, 1911	Feb. 1, 1911	1,200 00
Stenographer to the deputy comptroller	Ruth Hoffman	Feb. 1, 1911	Feb. 1, 1911	1,100 00
Confidential agent to the comptroller	Henry Hahn	Sept. 1, 1911	Sept. 1, 1911	1,500 00
Corporation tax commissioner	James J. Hagan	Jan. 1, 1912	Jan. 1, 1912	4,000 00
Corporation tax commissioner	George S. Callaghan	June 15, 1911	June 15, 1911	2,000 00
Special corporation tax commissioner	Dennis J. Sullivan	Oct. 26, 1911	Oct. 26, 1911	1,200 00
Commissioner of private banking	Vacancy	.....	.....	4,500 00
Supervising examiner of private banks	John McKeown	Sept. 15, 1911	Sept. 15, 1911	3,000 00
Examiner of private banks	Nicholas Gentzlinger	Aug. 1, 1911	Aug. 1, 1911	2,000 00
Examiner of private banks	Charles Birch	Dec. 1, 1911	Dec. 1, 1911	2,000 00
Examiner of private banks	Vacancy	.....	.....	2,000 00
Examiner of transfer of stock	John W. Bissikummer	Jan. 12, 1909	Jan. 12, 1909	1,700 00
Examiner of transfer of stock	James T. Ellett	Jan. 6, 1909	Jan. 6, 1909	1,700 00
Examiner of transfer of stock	Charles F. Griffin	Mar. 1, 1912	Mar. 1, 1912	1,700 00
Examiner of transfer of stock	Edward J. Byrne	Mar. 1, 1912	Mar. 1, 1912	1,700 00
Examiner of transfer of stock	Charles Kramer	Mar. 1, 1912	Mar. 1, 1912	1,700 00
Examiner of transfer of stock	James A. Thompson	Mar. 1, 1912	Mar. 1, 1912	1,700 00
Examiner of transfer of stock	Frank J. McGran	Mar. 1, 1912	Mar. 1, 1912	1,700 00
Examiner of transfer of stock	Thomas Gurnett	Mar. 6, 1912	Mar. 6, 1912	1,700 00
Examiner of transfer of stock	George A. Dykeman	Mar. 19, 1912	Mar. 19, 1912	1,700 00
Examiner of transfer of stock	Richard J. Malloy	Mar. 21, 1912	Mar. 21, 1912	1,700 00
Examiner of transfer of stock	John Nugent	Mar. 21, 1912	Mar. 21, 1912	1,700 00
Examiner of transfer of stock	John Haggerty	April 3, 1912	April 3, 1912	1,700 00
Examiner of transfer of stock	John F. Jameson	July 1, 1912	July 1, 1912	1,700 00

Examiner of transfer of stock	Horace G. Harburger	July 15, 1912	July 15, 1912	1,700 00
Examiner of transfer of stock	Henry W. Rosenbloom	Aug. 14, 1912	Aug. 14, 1912	1,700 00
Examiner of transfer of stock	Pontius I. Thompson	Feb. 3, 1913	Feb. 3, 1913	1,700 00
Court and trust fund examiner	Irving Fox	Mar. 5, 1912	Mar. 5, 1912	$15 per day.
Court and trust fund examiner	John H. Dugan	May 7, 1912	May 7, 1912	12 per day.
Court and trust fund examiner	Frank J. McNamara	July 21, 1910	July 21, 1910	12 per day.
Court and trust fund examiner	Ezekiel R. Thompson	Feb. 27, 1912	Feb. 27, 1912	10 per day.
Court and trust fund examiner	Max Solomon	April 10, 1912	April 10, 1912	10 per day.
Court and trust fund examiner	Thomas J. O'Rourke	April 2, 1912	April 2, 1912	10 per day.
Court and trust fund examiner	Thomas J. Geoghegan	Mar. 12, 1912	Mar. 12, 1912	10 per day.
Court and trust fund examiner	John H. Gerold	April 17, 1912	April 17, 1912	10 per day.
Court and trust fund examiner	Henry S. Kahn	Mar. 8, 1911	Mar. 8, 1911	10 per day.
Court and trust fund examiner	Thomas J. McLaughlin	April 2, 1912	April 2, 1912	10 per day.
Court and trust fund examiner	Jere J. Cronin	May 7, 1912	May 7, 1912	10 per day.
Court and trust fund examiner	James T. J. Daly	May 10, 1912	May 10, 1912	10 per day.
Court and trust fund examiner	Matthew F. Donohue	Sept. 16, 1912	Sept. 16, 1912	10 per day.
Court and trust fund examiner	Edwin P. Burke	Jan. 7, 1913	Jan. 7, 1913	10 per day.
Court and trust fund examiner	Herman J. Diekman	Jan. 1, 1909	Jan. 1, 1909	9 per day.
Court and trust fund examiner	Walter C. Burton	Feb. 1, 1913	Feb. 1, 1913	10 per day.
Court and trust fund examiner	M. H. Murphy	Jan. 27, 1913	Jan. 27, 1913	10 per day.
Court and trust fund examiner	Joseph Delli Paoli	Jan. 14, 1913	Jan. 14, 1913	10 per day.
Transfer tax appraiser (New York county)	John T. Martin	Mar. 1, 1912	Mar. 1, 1912	$4,000 00
Transfer tax appraiser (New York county)	Percival E. Nagel	Mar. 1, 1912	Mar. 1, 1912	4,000 00
Transfer tax appraiser (New York county)	Joseph I. Berry	Mar. 23, 1912	Mar. 23, 1912	4,000 00
Transfer tax appraiser (New York county)	Michael J. Garvin	Feb. 24, 1912	Feb. 24, 1912	4,000 00
Transfer tax appraiser (New York county)	John V. Coggey	Feb. 24, 1912	Feb. 24, 1912	4,000 00
Transfer tax appraiser (New York county)	Solomon Goldenkranz	Mar. 1, 1912	Mar. 1, 1912	4,000 00
Transfer tax appraiser (New York county)	Edward J. Cuddihy	Mar. 29, 1912	Mar. 29, 1912	4,000 00
Transfer tax appraiser (New York county)	Nathan Fernbacher	Mar. 29, 1912	Mar. 29, 1912	4,000 00
Transfer tax appraiser (Kings county)	John J. Bridges	Mar. 1, 1912	Mar. 1, 1912	4,000 00
Transfer tax appraiser (Kings county)	James J. Monahan	Mar. 4, 1912	Mar. 4, 1912	4,000 00
Transfer tax appraiser (Kings county)	Owen J. Murphy	Mar. 11, 1912	Mar. 11, 1912	4,000 00
Transfer tax appraiser (Kings county)	William Wentz	Jan. 7, 1909	Jan. 7, 1909	4,000 00
Transfer tax appraiser (Albany county)	Charles M. Friend	Feb. 21, 1912	Feb. 21, 1912	3,000 00
Transfer tax appraiser (Dutchess county)	John J. Meara	Feb. 27, 1912	Feb. 27, 1912	1,000 00

*Amended to February 3, 1913.

COMPTROLLER — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS — (*continued*)			
Transfer tax appraiser (Erie county)	Roland B. Mahany	Feb. 28, 1912	Feb. 28, 1912	$3,000 00
Transfer tax appraiser (Monroe county)	Harlan W. Rippey	Mar. 1, 1912	Mar. 1, 1912	1,500 00
Transfer tax appraiser (Nassau county)	Albert H. Seabury	April 20, 1912	April 20, 1912	2,000 00
Transfer tax appraiser (Niagara county)	Franklin J. McKenna	Feb. 15, 1912	Feb. 15, 1912	1,000 00
Transfer tax appraiser (Oneida county)	Robert B. Jones	Feb. 15, 1912	Feb. 15, 1912	1,000 00
Transfer tax appraiser (Onondaga county)	John Shea	Feb. 24, 1912	Feb. 24, 1912	1,500 00
Transfer tax appraiser (Orange county)	John W. Lyon	Mar. 20, 1912	Mar. 20, 1912	1,000 00
Transfer tax appraiser (Queens county)	Philip Frank	Mar. 18, 1912	Mar. 18, 1912	3,000 00
Transfer tax appraiser (Rensselaer county)	Charles E. Craymer	Feb. 24, 1912	Feb. 24, 1912	2,000 00
Transfer tax appraiser (Richmond county)	Louis J. Altman	Feb. 28, 1912	Feb. 28, 1912	1,000 00
Transfer tax appraiser (Suffolk county)	Elmer W. Mitchell	Mar. 1, 1912	Mar. 1, 1912	1,000 00
Transfer tax appraiser (Westchester county)	Edward V. Brophy	Mar. 1, 1912	Mar. 1, 1912	3,000 00
Transfer tax appraiser	2 vacancies			
Chief clerk, stock transfer tax bureau	Edward W. Buckley	Feb. 1, 1911	Feb. 1, 1911	3,500 00
Chief clerk, secured debt tax bureau	Edward F. Sheehan	Sept. 24, 1911	Sept. 24, 1911	2,500 00
Chief clerk, secured debt tax bureau (New York office)	Frank P. Young	Sept. 24, 1911	Sept. 24, 1911	3,500 00
Cashier, secured debt tax bureau	Charles T. Connelly	Sept. 25, 1912	Sept. 25, 1912	1,500 00
Confidential record clerk, audit bureau	Thomas J. Torpy	Feb. 1, 1913	Feb. 1, 1913	3,500 00
Special auditor, bureau of canal affairs	Thomas Costello	June 15, 1912	June 15, 1912	$15 per day.
State prisons land agent	John H. Smith	Feb. 8, 1911	Feb. 8, 1911	5 per day.
Clerk (Auburn prison)	Walter J. Conway	Jan. 19, 1912	Jan. 19, 1912	$2,500 00
Clerk (Clinton prison)	Joshua I. Arthur	Jan. 19, 1912	Jan. 19, 1912	2,000 00
Clerk (Great Meadow prison)	Thomas A. Paterson	Jan. 5, 1912	Jan. 5, 1912	2,000 00
Clerk (Sing Sing prison)	George S. Jenkins	Jan. 19, 1912	Jan. 19, 1912	2,000 00
Assistant clerk (Auburn prison)	Hugh McGhan	Jan. 19, 1912	Jan. 19, 1912	1,800 00
Assistant clerk (Clinton prison)	William J. Quinlan	Jan. 4, 1913	Jan. 4, 1913	1,500 00
Assistant clerk (Great Meadow prison)	Elmer L. Jandro	Jan. 5, 1912	Jan. 5, 1912	1,500 00

Assistant clerk (Sing Sing prison)	Geo. F. Connolly	Jan. 19, 1912	Jan. 19, 1912	1,500 00
Custodian Saratoga battlefield monument	Emory Doolittle	July 1, 1911	July 1, 1911	600 00
Custodian of the Lake George battle ground	New York State Historical Society	Dec. 1, 1900	Dec. 1, 1900	250 00

COMPETITIVE CLASS

FINANCE BUREAU

Deputy and warrant clerk	James A. Wendell	June 11, 1894	July 1, 1911	5,000 00
Assistant deputy and assistant warrant clerk	Edward P. Kearney	June 1, 1899	July 1, 1911	3,000 00
Clerk and assistant deputy comptroller	Charles H. Mullens	Mar. 21, 1910	July 1, 1911	1,500 00
Voucher clerk	J. B. Wood	June 15, 1898	May 1, 1906	3,500 00
Stationery and document clerk	Edwin D. Thompson	Jan. 1, 1886	Jan. 1, 1886	3,000 00
Entry clerk	Harry W. Brown	Jan. 11, 1897	Feb. 1, 1898	2,000 00
Chief accountant	Samuel G. Jeffrey	Jan. 3, 1903	Mar. 19, 1906	2,500 00
Clerk	N. Irving Martin	June 18, 1900	June 18, 1900	2,500 00
Clerk	J. Stanley Wilcox	May 10, 1906	May 10, 1906	1,800 00
Clerk	Lyman H. Hurd	Jan. 25, 1898	Oct. 15, 1910	1,800 00
Clerk	Julia T. Ronan	Feb. 1, 1895	Dec. 6, 1897	1,600 00
Clerk	Mary K. Cox	Aug. 1, 1896	Aug. 1, 1896	1,600 00
Clerk	Helen Guardineer	May 11, 1897	Oct. 25, 1909	1,500 00
Messenger	Charles W. Jones	Oct. 20, 1899	Dec. 20, 1907	1,800 00
Stenographer	Janie Lord	April 25, 1900	April 25, 1900	1,600 00
Stenographer	Helen Hanlon	Mar. 8, 1909	Oct. 21, 1912	900 00
Junior clerk	William J. Adams	Sept. 18, 1907	Nov. 16, 1912	720 00
Junior clerk	James J. Shelley	June 1, 1908	Aug. 1, 1912	480 00
Page	Roy Kemmey	Nov. 12, 1912	Nov. 12, 1912	360 00
Night watchman	Patrick H. White	April 1, 1894	April 1, 1894	732 00

AUDITOR'S BUREAU

Auditor to comptroller	John J. Magilton	Nov. 1, 1910	Mar. 12, 1912	4,000 00
Assistant auditor	J. Scott Nichols	June 1, 1907	Nov. 1, 1911	2,100 00
Examiner of municipal accounts and assistant auditor	William P. Boone	Aug. 4, 1910	Dec. 1, 1911	$10 per day.
Clerk	Laura M. Van Loan	July 8, 1896	Sept. 19, 1910	$1,500 00
Stenographer	Jessie L. Hogan	Dec. 10, 1900	May 1, 1912	1,200 00

COMPTROLLER — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COMPETITIVE CLASS — (*continued*)				
LAND TAX BUREAU				
Chief tax clerk	George R. Kehoe	Feb. 14, 1887	Feb. 14, 1887	$4,000 00
Clerk	James E. Kirk	Mar. 22, 1906	Jan. 1, 1908	2,700 00
Clerk	B. Frank Raze	June 15, 1894	June 15, 1894	2,400 00
Clerk	Marcus B. Williams	July 1, 1877	July 1, 1877	2,400 00
Clerk	Bowen Staley	Sept. 1, 1897	April 1, 1900	2,000 00
Clerk	Frank H. Brandow	Feb. 21, 1884	Feb. 21, 1884	1,800 00
Clerk	Henry L. True	June 12, 1894	June 12, 1894	1,500 00
Clerk	Joseph S. Martin	May 1, 1894	Mar. 1, 1909	1,500 00
Clerk	Chester H. Spohn	Dec. 19, 1910	Dec. 19, 1910	1,500 00
Stenographer	Anna M. Wallace	Dec. 1, 1910	April 25, 1911	1,200 00
Stenographer	Ethel B. Finehout	June 23, 1910	Oct. 7, 1911	900 00
Junior clerk	Joseph B. Crook	Sept. 20, 1910	Sept. 22, 1911	900 00
Office assistant	William J. Ryan	May 6, 1907	Aug. 15, 1911	1,500 00
Leveler	Frank A. Snyder	Dec. 28, 1897	Nov. 23, 1898	1,800 00
TRANSFER TAX BUREAU				
Assistant chief clerk	George W. McElroy	Oct. 22, 1901	Dec. 23, 1909	4,000 00
Attorney	Frank H. Streeter	Nov. 1, 1903	Nov. 1, 1903	3,200 00
Transfer tax expert	Thomas J. Poe	Sept. 9, 1907	Sept. 9, 1907	1,800 00
Stenographer and correspondence clerk	Andrew D. Devine	April 25, 1890	April 15, 1911	2,400 00
Recording clerk	William A. Baker	Dec. 30, 1895	Oct. 1, 1903	1,800 00
Clerk	William E. Stephens	Nov. 16, 1902	Mar. 12, 1906	2,000 00
Clerk	Valentine J. Nugent	May 10, 1900	May 11, 1907	1,800 00
Clerk	Robert B. Haner	Nov. 1, 1900	April 1, 1907	1,800 00
Clerk	George E. Dutcher	Jan. 9, 1894	Aug. 4, 1910	1,650 00
Clerk	Edwin M. Shultes	April 6, 1908	Jan. 15, 1910	1,500 00
Clerk	John J. Ronan	Jan. 24, 1908	July 27, 1910	1,200 00

Clerk	Harry J. Ryan	Sept. 11, 1907	Oct. 1, 1911	900 00
Junior clerk	George F. Gaughan	June 1, 1910	Oct. 1, 1912	600 00
Stenographer	Elizabeth Crounse	Jan. 20, 1899	Jan. 22, 1902	1,500 00
Stenographer	Rose A. McGovern	June 25, 1906	May 18, 1908	1,200 00
Stenographer	Edna Schlesinger	June 1, 1908	Oct. 1, 1908	1,100 00
Stenographer	Anna M. Wurker	Nov. 27, 1906	Jan. 25, 1910	1,000 00
Stenographer	Edna Earle Quirin	May 19, 1908	July 25, 1910	900 00
Stenographer	Helen M. Mantica	July 13, 1910	July 27, 1911	720 00

CORPORATION TAX BUREAU

Chief clerk	John J. Merrill	Mar. 9, 1894	Oct. 1, 1900	4,000 00
Assistant clerk	James S. McPherson	Feb. 13, 1894	Feb. 13, 1894	2,400 00
Stenographer	Dorance E. Copping	Feb. 5, 1906	Feb. 5, 1906	2,400 00
Stenographer	Maude Hastings	Feb. 1, 1909	Feb. 1, 1909	1,500 00
Clerk	Newell W. Canfield	Dec. 4, 1905	Dec. 4, 1905	2,000 00
Clerk	Daniel B. Fitzgerald	Sept. 1, 1905	Oct. 1, 1909	1,900 00
Clerk	Peter W. Finger	Jan. 16, 1906	Jan. 16, 1906	1,800 00
Clerk	Hubert G. Savage	Jan. 19, 1907	Feb. 1, 1909	1,600 00
Clerk	Louis C. Hart	Oct. 10, 1910	Oct. 10, 1910	1,500 00
Clerk	Edward J. Grogan	May 31, 1910	May 31, 1910	1,500 00
Clerk	Daniel B. Murphy	Jan. 29, 1908	April 1, 1909	1,300 00
Clerk	Francis T. Colloton	Nov. 15, 1910	Nov. 28, 1911	900 00
Clerk	Emery W. Burton	Dec. 20, 1909	April 30, 1912	720 00

MORTGAGE TAX BUREAU

Chief clerk	Lewis K. Rockefeller	Mar. 27, 1898	Oct. 1, 1906	3,000 00
Clerk	Fred J. Coons	Nov. 1, 1897	Nov. 1, 1906	2,100 00
Clerk	William Deterling	Oct. 1, 1896	April 1, 1903	1,500 00
Stenographer	Mildred E. Schraa	Dec. 18, 1909	Dec. 18, 1909	900 00

STOCK TRANSFER TAX BUREAU

Stenographer	Kathryn M. Redmond	Nov. 25, 1907	Nov. 25, 1907	1,200 00

SECURED DEBT TAX BUREAU

Secured debt tax examiner	William L. Herbert	July 16, 1912	July 16, 1912	1,500 00
Secured debt tax examiner	John H. McQuade	July 22, 1912	July 22, 1912	1,500 00

COMPTROLLER — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
	SECURED DEBT TAX BUREAU — (*continued*)			
Secured debt tax examiner	George F. Kurtz	July 22, 1912	July 22, 1912	$1,500 00
Secured debt tax examiner	Charles E. Skehan	July 22, 1912	July 22, 1912	1,500 00
Stenographer	David C. Krakaur	June 8, 1911	June 8, 1911	2,100 00
Stenographer	Edna McFarlane	Mar. 25, 1910	Sept. 1, 1911	1,000 00
	HIGHWAY BUREAU			
Highway audit clerk	William N. Sherritt	May 16, 1901	Oct. 1, 1909	2,500 00
Typewriter copyist	Bessie J. Cowan	July 25, 1910	July 15, 1911	1,000 00
	PRINTING BOARD			
Printing expert	Fred C. Foster	Sept. 10, 1909	Sept. 10, 1909	3,500 00
Proofreader	Harriet E. Munsell	June 12, 1899	Jan. 1, 1909	1,800 00
Stenographer	Mary P. Nugent	Feb. 8, 1909	July 19, 1909	1,200 00
Clerk	Charles H. Van Vranken	Sept. 12, 1906	Dec. 1, 1909	1,200 00
Page	William H. Cameron	Aug. 28, 1911	Nov. 9, 1912	360 00
	CANAL BOARD			
Chief clerk	William G. Schaible	Aug. 4, 1890	Mar. 1, 1900	3,000 00
Confidential examiner	Jay Wanmer	June 19, 1912	June 19, 1912	1,800 00
Clerk	George M. Spawn	Oct. 27, 1896	Oct. 27, 1896	2,600 00
Clerk	Thomas W. Cantwell	June 10, 1890	June 10, 1890	2,400 00
Clerk	Edward B. Jones	May 21, 1896	Jan. 17, 1907	2,000 00
Clerk	Louis J. Flanigan	Dec. 15, 1908	Dec. 1, 1911	1,800 00
Stenographer	Julia Z. Mahoney	Mar. —, 1893	April 12, 1901	1,600 00

MISCELLANEOUS

Examiner of municipal accounts	W. D. Hardy	July 11, 1910	July 11, 1910	$15 per day.
Examiner of municipal accounts	Charles R. Hall	June 23, 1908	June 23, 1908	14 per day.
Examiner of municipal accounts	William S. Thomas	June 22, 1908	June 22, 1908	12 per day.
Examiner of municipal accounts	Andrew Spencer	Oct. 15, 1907	Oct. 15, 1907	12 per day.
Examiner of municipal accounts	John C. McNeilly	Oct. 15, 1907	Oct. 15, 1907	12 per day.
Examiner of municipal accounts	Mark Graves	Oct. 15, 1907	Oct. 15, 1907	12 per day.
Examiner of municipal accounts	Archibald C. Calhoun	Jan. 1, 1908	Jan. 1, 1908	11 per day.
Examiner of municipal accounts	Stephen J. Daring	May 25, 1908	May 25, 1908	10 per day.
Examiner of municipal accounts	Patrick L. Ryan	Mar. 20, 1911	Mar. 20, 1911	10 per day.
Examiner of municipal accounts	Henry T. O'Brien	June 8, 1908	June 8, 1908	10 per day.
Examiner of municipal accounts	Hugh M. Anderson	Nov. 23, 1910	Nov. 23, 1910	10 per day.
Examiner of municipal accounts	Harry A. Hall	Aug. 15, 1910	Aug. 15, 1910	10 per day.
Examiner of municipal accounts	Herman E. Goldschmidt	Mar. 1, 1911	Mar. 1, 1911	9 per day.
Examiner of municipal accounts	Daniel S. Flinn	Feb. 26, 1908	Feb. 26, 1908	8 per day.
Examiner of municipal accounts	William M. Arnstein	May 28, 1912	May 28, 1912	8 per day.
Examiner of municipal accounts	Isidor Sach	Jan. 23, 1912	Jan. 23, 1912	7 per day.
Examiner of municipal accounts	Charles A. Springstead	Aug. 23, 1910	Aug. 23, 1910	5 per day.
Detective agent	John F. McPartland	Feb. 2, 1910	Feb. 2, 1910	$1,500 00
Detective agent	Frank Whitfield	Oct. 25, 1909	Oct. 25, 1909	1,500 00
Detective agent	John J. Harris	May 28, 1912	May 28, 1912	1,500 00
Examiner of values	George F. Martin	June 17, 1907	June 17, 1907	2,000 00
Assistant examiner of values	William S. Pendleton	Aug. 15, 1911	Aug. 15, 1911	1,800 00
Transfer tax clerk	Morgan P. Jackson	July 26, 1905	July 26, 1905	1,500 00
Law clerk	Joseph P. Shea	Feb. 10, 1908	April 1, 1909	600 00
Clerk	John G. Hines	Oct. 5, 1901	Mar. 1, 1909	2,100 00
Clerk	John J. Foley	April 15, 1908	April 15, 1908	1,500 00
Clerk	Harry Hein	April 9, 1907	April 9, 1907	1,500 00
Clerk	Harold D. Stephens	Mar. 7, 1907	Oct. 1, 1911	1,300 00
Clerk	Albert Bayer	Feb. 20, 1911	Feb. 20, 1911	1,200 00
Clerk	Harry D. Neier	June 20, 1912	June 20, 1912	1,200 00
Clerk	Raymond D. MacMahon	July 15, 1912	July 15, 1912	1,200 00
Junior clerk	John J. Kelly	Sept. 22, 1910	Feb. 1, 1911	720 00
Junior clerk	Julius Kurtz	May 19, 1909	Oct. 2, 1911	600 00
Stenographer	Edmund O. Austin	June 11, 1906	June 11, 1906	2,000 00
Stenographer	William H. Austin	Jan. 16, 1908	Jan. 16, 1908	2,000 00

COMPTROLLER — (*concluded*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*concluded*)			
	MISCELLANEOUS — (*concluded*)			
Stenographer	James F. O'Connell	Dec. 3, 1906	Feb. 1, 1908	$2,000 00
Stenographer	Joseph B. Kennedy	Oct. 9, 1908	July 1, 1909	2,000 00
Stenographer	Joseph C. Trotter	Sept. 14, 1910	Sept. 14, 1910	2,000 00
Stenographer	Emil E. A. Stalhuth	Dec. 5, 1910	Dec. 5, 1910	2,000 00
Stenographer	John J. Sullivan	May 22, 1911	May 22, 1911	2,000 00
Stenographer	Bennett Zinn	June 5, 1911	June 5, 1911	2,000 00
Stenographer	Henry V. D. Winans	July 7, 1905	July 7, 1905	2,000 00
Stenographer	Roy Quick	June 22, 1906	June 22, 1906	2,000 00
Stenographer	Aloysius Donnelly	July 1, 1909	July 1, 1909	2,000 00
Stenographer	Thomas Corrigan	July 20, 1909	April 1, 1912	1,800 00
Stenographer	Robert J. Marshall	Aug. 2, 1909	Nov. 9, 1911	1,500 00
Stenographer	Joseph Epstein	Jan. 1, 1909	Mar. 1, 1912	1,500 00
Stenographer	Emily A. Hass	Dec. 11, 1907	Dec. 11, 1907	1,500 00
Stenographer	Magdalena E. Hass	Jan. 11, 1911	Jan. 11, 1911	1,200 00
Stenographer	Earl C. Williams	July 1, 1910	April 15, 1912	1,200 00
Stenographer	Harriet L. Davis	Jan. 1, 1908	July 8, 1912	900 00
	CONSERVATION COMMISSION			
	UNCLASSIFIED SERVICE			
Commissioner	James W. Fleming	June 20, 1911	June 20, 1911	10,000 00
Commissioner	George E. Van Kennen	July 21, 1911	July 21, 1911	10,000 00
Commissioner	John D. Moore	July 21, 1911	July 21, 1911	10,000 00
	EXEMPT CLASS			
Secretary	Albert E. Hoyt	Aug. 3, 1911	Aug. 3, 1911	5,000 00
Counsel	Eugene L. Richards	May 6, 1912	May 6, 1912	7,000 00

Assistant counsel	George P. Decker	Mar. 24, 1911	Aug. 15, 1911	5,000 00
Chief engineer	Richard W. Sherman	Aug. 15, 1911	Aug. 15, 1911	7,000 00
Assistant secretary and cashier	John J. Farrell	June 24, 1911	Dec. 1, 1911	3,000 00
Auditor of accounts	Maunsell S. Crosby	April 25, 1912	April 25, 1912	1,800 00
Deputy commissioner, department of fish and game	Thomas H. Guy	Oct. 1, 1911	Oct. 1, 1911	3,500 00
Deputy commissioner, department of forests and lands	Charles Hervey Jackson	Sept. 16, 1911	Sept. 16, 1911	3,500 00
Deputy commissioner, department of inland waters	James J. Fox	May 7, 1912	May 7, 1912	3,500 00
Deputy attorney-general	John T. Norton	Sept. 12, 1911	Sept. 12, 1911	5,500 00
Assistant deputy attorney-general	Benjamin McClung	April 4, 1911	Oct. 1, 1911	5,000 00
Assistant deputy attorney-general	Louis J. Conway	Jan. 1, 1912	Jan. 1, 1912	3,000 00
Assistant deputy attorney-general	Clermont G. Tennant	Oct. 1, 1912	Oct. 1, 1912	3,000 00
Assistant deputy attorney-general	William M. Cameron	Oct. 1, 1912	Oct. 1, 1912	3,250 00
Confidential secretary (Commissioner Fleming)	Ray Van Avery	July 1, 1911	July 1, 1911	2,000 00
Confidential secretary (Commissioner Van Kennen)	Thomas V. Radigan	Sept. 26, 1911	Sept. 26, 1911	2,000 00
Confidential secretary (Commissioner Moore)	Edward G. Moore	Sept. 6, 1911	Sept. 6, 1911	2,000 00
Confidential stenographer (Commissioner Fleming)	Henry J. McCarthy	Sept. 6, 1911	Sept. 6, 1911	1,500 00
Confidential stenographer (Commissioner Van Kennen)	F. E. Finsterbuch	Nov. 27, 1911	Nov. 27, 1911	1,500 00
Confidential stenographer (Commissioner Moore)	John Mairs	Mar. 1, 1912	Mar. 1, 1912	1,500 00
Inspector of docks, dams, etc	Alexander R. McKim	Oct. 10, 1911	Oct. 10, 1911	3,500 00
Inspector of docks, dams, etc	Vacancy	.....	.....	.....
Superintendent of marine fisheries	Edwin Bailey	Aug. 26, 1911	May 6, 1912	3,000 00
Deputy superintendent of marine fisheries	Matthew T. Horgan	May 6, 1912	May 6, 1912	2,000 00
Confidential secretary to superintendent of marine fisheries	Harry Silverman	July 6, 1911	July 6, 1911	1,800 00
Cashier, bureau of marine fisheries	Herman M. Krampe	Aug. 8, 1912	Aug. 8, 1912	2,000 00
Chief game protector	Llewellyn Legge	July 9, 1906	Nov. 1, 1910	3,100 00
Chief of publication	M. H. Hoover	Oct. 19, 1911	Oct. 19, 1911	4,200 00
District forest ranger	William O'Brien	Nov. 15, 1910	Oct. 1, 1912	1,500 00
District forest ranger	George E. Van Arnam	Dec. 27, 1910	Oct. 1, 1912	1,500 00
District forest ranger	John C. Harding	May 3, 1911	Oct. 1, 1912	1,500 00
District forest ranger	J. J. McGrath	July 16, 1911	Oct. 1, 1912	1,500 00
District forest ranger	P. J. Cunningham	Aug. 15, 1911	Oct. 1, 1912	1,500 00
Confidential agent	John J. Daly	Aug. 3, 1911	Aug. 3, 1911	1,800 00
Confidential agent	Ernest Pratt	Sept. 6, 1911	Sept. 6, 1911	1,800 00
Confidential agent	Paul Groh	Sept. 7, 1911	Sept. 7, 1911	1,800 00
Confidential agent	Fred E. Wood	Oct. 3, 1911	Oct. 3, 1911	1,800 00
Appraiser of surplus canal waters	Vacancy	.....	.....	.....

CONSERVATION COMMISSION — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS			
Examiner of titles	Burton H. Loucks	Nov. 1, 1911	Nov. 1, 1911	$3,250 00
Superintendent of forests	C. R. Pettis	April 16, 1902	June 1, 1910	3,200 00
Assistant superintendent of forests	W. G. Howard	Sept. 1, 1909	May 17, 1911	2,000 00
Superintendent of game bird farm	Harry T. Rogers	May 14, 1909	May 14, 1909	1,500 00
Assistant superintendent of game bird farm	William M. Rogers	May 20, 1911	May 20, 1911	900 00
Fish culturist	Tarleton H. Bean	Jan. 10, 1906	Jan. 10, 1906	4,000 00
Superintendent of inland fisheries	M. C. Worts	May 20, 1895	July 16, 1912	2,500 00
Director of forest investigation	Robert Rosenbluth	July 1, 1911	July 5, 1912	1,800 00
Special importation agent	Charles J. Marasco	Aug. 26, 1911	Aug. 26, 1911	1,500 00
Special importation agent	Francis S. Coyle	June 1, 1912	June 1, 1912	1,500 00
Special importation agent	E. G. Meehan	Sept. 7, 1911	Sept. 7, 1911	1,500 00
Special importation agent	Charles J. Ward	Jan. 5, 1912	Jan. 5, 1912	1,500 00
Auditor and pay clerk	A. J. Mulligan	June 7, 1895	June 7, 1895	2,500 00
Auditor of fire accounts	L. S. Emmons	May 29, 1895	June 1, 1909	1,800 00
Chief clerk	John S. Casey	June 1, 1897	Jan. 5, 1911	1,800 00
Record and penalty clerk	Isidore Sampson	Nov. 14, 1911	Nov. 14, 1911	1,500 00
Attorney	John O. Bates	April 26, 1909	April 26, 1909	1,800 00
Assistant to chief of publication	Edward M. Coughlin	May 1, 1912	May 1, 1912	1,200 00
Stereopticon operator	Rodney E. Gooding	Aug. 9, 1909	Aug. 9, 1909	1,400 00
Special agent	A. B. Strough	May 29, 1895	May 29, 1895	1,700 00
Stenographer	Clara E. Bailey	May 11, 1909	May 11, 1909	1,500 00
Stenographer	Lillian C. Chase	Sept. 1, 1908	Sept. 1, 1908	1,500 00
Stenographer	John H. Cleary	Jan. 5, 1910	Jan. 5, 1910	1,400 00
Stenographer	Minnie Hormel	June 15, 1908	June 15, 1908	1,300 00
Stenographer	William E. Conners	April 11, 1910	Sept. 16, 1911	1,200 00
Stenographer	Archie K. Rider	Jan. 20, 1908	Jan. 20, 1908	1,200 00
Stenographer	Mary E. Fitzgerald	Mar. 29, 1909	Oct. 16, 1911	1,100 00
Stenographer	Lillian M. Clarke	July 18, 1910	July 18, 1910	900 00

Stenographer	Martha L. Foland	Feb. 27, 1911	Feb. 27, 1911	900 00
Stenographer	Ethel E. Dolph	Mar. 21, 1910	April 12, 1911	900 00
Stenographer	Myrtle E. Mabbett	Sept. 20, 1910	Sept. 20, 1910	900 00
Stenographer	Anna L. Van Valkenburg	Feb. 14, 1910	Feb. 14, 1910	900 00
Stenographer	Florence E. Daly	Aug. 1, 1912	Aug. 1, 1912	900 00
Stenographer	Justin T. Mahoney	June 1, 1912	Dec. 1, 1912	900 00
Stenographer	Marguerite M. Higgins	Nov. 21, 1912	Nov. 21, 1912	720 00
Stenographer	Mary Bishop	Aug. 21, 1911	June 1, 1912	600 00
Typewriter copyist	Frances Callahan	May 11, 1912	May 11, 1912	540 00
Clerk	Frank W. Traver	June 30, 1908	May 26, 1909	1,500 00
Clerk	Grace Munsell	June 22, 1898	Sept. 15, 1908	1,200 00
Clerk	Lucy Anderson	Feb. 8, 1904	Jan. 1, 1912	720 00
Messenger	Thomas E. O'Connor	Aug. 1, 1909	Oct. 1, 1911	660 00
Page	Edwin G. Walsh	Jan. 1, 1913	Jan. 1, 1913	360 00
Division engineer	Albert H. Perkins	June 5, 1909	Jan. 1, 1910	3,600 00
Assistant engineer	Russell Suter	July 1, 1910	July 1, 1910	2,700 00
Assistant engineer	Anson H. Higley	July 1, 1910	July 1, 1910	2,400 00
Assistant engineer	Edward H. Sargent	Sept. 1, 1909	Oct. 1, 1910	2,000 00
Assistant engineer	Frank H. Macy	July 1, 1910	May 15, 1912	1,800 00
Assistant engineer	E. S. Cullings	July 25, 1910	Dec. 15, 1911	$6 00 per day.
Assistant engineer	Frank D. Porter	July 28, 1910	July 28, 1910	6 00 per day.
Engineering draftsman	Perley H. Brigham	Nov. 14, 1912	Nov. 14, 1912	5 00 per day.
Surveyor	D. C. Wood	Nov. 1, 1911	Nov. 1, 1911	$2,400 00
Leveler	L. C. Purdy	June 13, 1912	June 13, 1912	4 50 per day.
Leveler	Douglas B. Williamson	July 31, 1912	July 31, 1912	4 50 per day.
Leveler	Richard A. Lewis	July 18, 1910	Mar. 1, 1912	5 00 per day.
Rodman	L. C. Preston	Sept. 1, 1910	Sept. 1, 1910	4 00 per day.
Rodman	John W. Henry	Sept. 1, 1910	Sept. 1, 1910	$1,200 00
Rodman	Hollister Johnson	July 9, 1910	Oct. 16, 1912	$3 50 per day.
Rodman	L. A. Perrin	June 15, 1910	Aug. 5, 1912	3 50 per day.
Rodman	Guy M. Phelps	July 5, 1912	July 5, 1912	3 50 per day.
Chainman	Elmer G. Quin	Sept. 5, 1912	Sept. 5, 1912	3 00 per day.
Axeman	James J. Lennon	Aug. 27, 1912	Aug. 27, 1912	2 50 per day.
Axeman	Robert Micnas	Aug. 27, 1912	Aug. 27, 1912	2 50 per day.
Axeman	Harold W. Giffen	Sept. 26, 1912	Sept. 26, 1912	2 50 per day.
Axeman	Joseph E. Roohan	Aug. 27, 1912	Aug. 27, 1912	2 50 per day.
Axeman	Henry Schottin	July 16, 1912	July 16, 1912	2 50 per day.

CONSERVATION COMMISSION — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Axeman	Franklin D. Thomas	June 16, 1911	June 16, 1911	$2 25 per day.
Tracer	E. T. Hughes	Sept. 30, 1908	Oct. 1, 1910	$900 00
Tracer	Robert C. Young	Aug. 9, 1910	Aug. 9, 1910	720 00
Chief fire inspector	Charles J. Gibson	Sept. 21, 1909	June 1, 1912	1,200 00
Chief fire inspector	Claude H. Heath	May 10, 1911	June 1, 1912	900 00
Fire inspector	Walter G. Murray	Dec. 1, 1909	Dec. 1, 1909	900 00
Fire inspector	William F. Purcell	May 20, 1911	May 20, 1911	900 00
Fire inspector	W. J. Weller	June 4, 1912	June 4, 1912	900 00
Fire inspector	N. J. Whitaker	June 13, 1912	June 13, 1912	900 00
Foreman	William H. Burke	—— —, 1893	July 10, 1909	1,080 00
Foreman	Charles H. Walters	Jan. 1, 1895	Jan. 1, 1895	1,080 00
Foreman	Herbert E. Annin	Jan. 1, 1895	Jan. 1, 1895	1,080 00
Foreman	Frank Redband	Jan. 1, 1895	Jan. 1, 1895	1,080 00
Foreman	Milo Otis	April 1, 1896	July 10, 1909	1,080 00
Foreman	Grant E. Winchester	May —, 1896	Feb. 1, 1901	1,080 00
Foreman	Henry Davidson	May —, 1899	Dec. 1, 1905	1,080 00
Foreman	William D. Rhines	June 15, 1910	June 15, 1910	1,080 00
Foreman	David E. Miller	May 1, 1912	May 1, 1912	1,080 00
Forester	Frederick A. Gaylord	Dec. 6, 1910	Dec. 6, 1910	1,800 00
Forester	Geo. L. Barrus	Aug. 22, 1910	Aug. 22, 1910	1,500 00
Forester	Albert H. King	Nov. 22, 1911	Nov. 22, 1911	1,200 00
Division chief game protector	William C. Farley	Feb. 14, 1908	May 1, 1911	1,600 00
Division chief game protector	William H. Weston	June 2, 1906	May 2, 1911	1,600 00
Division chief game protector	John E. Leavitt	May 7, 1895	April 15, 1912	1,600 00
Division chief game protector	R. B. Nichols	Feb. 6, 1900	April 15, 1912	1,600 00
Division chief game protector	John T. McCormack	Sept. 23, 1908	July 9, 1912	1,600 00
Division chief game protector	Byron A. Cameron	May 1, 1911	May 1, 1912	1,600 00
Division chief game protector	C. A. Johnson	Sept. 6, 1911	July 9, 1912	1,600 00

Division chief game protector	F. C. Mullin	Nov. 11, 1910	July 9, 1912	1,600 00
Division chief game protector	Charles R. Stapley	Jan. 5, 1910	July 9, 1912	1,600 00
Division chief game protector	Charles E. Lee	Oct. 20, 1909	July 9, 1912	1,600 00
Division chief game protector	Frederick W. Hamilton	Dec. 15, 1910	July 9, 1912	1,600 00
Division chief game protector	James A. Colloton	May 14, 1906	Nov. 12, 1912	1,600 00
Fisheries protector	Edgar Hicks	Jan. 13, 1895	April 14, 1908	1,300 00
Fisheries protector	Edmund Gallagher	June 25, 1907	April 14, 1908	1,300 00
Fisheries protector	Henry P. Haff	Mar. 18, 1909	Mar. 18, 1909	1,300 00
Game protector	Thomas H. Allen	Mar. 16, 1911	Mar. 16, 1911	900 00
Game protector	William Andre	May 24, 1912	May 24, 1912	900 00
Game protector	Benjamin M. Bailey	May 1, 1912	May 1, 1912	900 00
Game protector	J. E. Ball	Oct. 22, 1906	Oct. 22, 1906	900 00
Game protector	Joseph Barry	May 1, 1912	May 1, 1912	900 00
Game protector	F. Bauerschmidt	May 1, 1912	May 1, 1912	900 00
Game protector	Carl A. Beebe	Aug. 14, 1909	Aug. 14, 1909	900 00
Game protector	W. G. Bell	Nov. 25, 1911	Nov. 25, 1911	900 00
Game protector	Frederick H. Bellinger	May 9, 1911	May 9, 1911	900 00
Game protector	D. H. W. Benson	May 6, 1912	May 6, 1912	900 00
Game protector	Charles A. Bissell	Dec. 30, 1910	Dec. 30, 1910	900 00
Game protector	William H. Burnett	July 25, 1907	July 25, 1907	900 00
Game protector	Patrick F. Butler	May 1, 1912	May 1, 1912	900 00
Game protector	Lewis H. Burnside	July 1, 1908	July 1, 1908	900 00
Game protector	W. J. Butler	May 1, 1911	May 1, 1911	900 00
Game protector	M. J. Callahan	Mar. 22, 1911	Mar. 22, 1911	900 00
Game protector	M. L. Callaghan	Oct. 17, 1912	Oct. 17, 1912	900 00
Game protector	Zoble T. Cater	Dec. 31, 1910	Dec. 31, 1910	900 00
Game protector	William R. Clark	June 19, 1912	June 19, 1912	900 00
Game protector	Willis D. Cloyes	May 1, 1908	May 1, 1908	900 00
Game protector	Albert J. Conkling	May 18, 1911	May 18, 1911	900 00
Game protector	Eugene C. Cross	Sept. 11, 1911	Sept. 11, 1911	900 00
Game protector	Harvey B. Cruickshank	Oct. 10, 1910	Oct. 10, 1910	900 00
Game protector	Chester C. Culver	July 11, 1908	July 11, 1908	900 00
Game protector	George Davis	May 1, 1912	May 1, 1912	900 00
Game protector	W. L. Delaney	May 1, 1912	May 1, 1912	900 00
Game protector	Henry C. De Wolf	Aug. 25, 1909	Aug. 25, 1909	900 00
Game protector	Joseph M. De Silva	May 20, 1911	May 20, 1911	900 00
Game protector	Claude T. De Ville	May 3, 1902	May 3, 1902	900 00

CONSERVATION COMMISSION — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Game protector	John Dollinger	Aug. 5, 1912	Aug. 5, 1912	$900 00
Game protector	Fred De Witt	May 1, 1912	May 1, 1912	900 00
Game protector	Elton B. Downing	May 1, 1912	May 1, 1912	900 00
Game protector	Calvin Emerick	July 11, 1911	July 11, 1911	900 00
Game protector	James S. Ford	June 16, 1911	June 16, 1911	900 00
Game protector	C. J. Franklin	Nov. 14, 1911	Nov. 14, 1911	900 00
Game protector	E. H. Gammon	Sept. 11, 1911	Sept. 11, 1911	900 00
Game protector	J. A. Ginder	May 3, 1912	May 3, 1912	900 00
Game protector	Edward C. Gleason	May 20, 1911	May 20, 1911	900 00
Game protector	Theodore Godbout	Nov. 12, 1912	Nov. 12, 1912	900 00
Game protector	R. Hume Grant	Dec. 17, 1908	Dec. 17, 1908	900 00
Game protector	Jay Hand	Nov. 28, 1906	Nov. 28, 1906	900 00
Game protector	Austin G. Harris	Sept. 27, 1912	Sept. 27, 1912	900 00
Game protector	Miles Hazelton	Aug. 9, 1909	Aug. 9, 1909	900 00
Game protector	Henry Heffernan	May 1, 1912	May 1, 1912	900 00
Game protector	Cyrus M. Heller	Aug. 26, 1911	Aug. 26, 1911	900 00
Game protector	William Herrick	May 18, 1911	May 18, 1911	900 00
Game protector	James H. Hildrith	Sept. 5, 1912	Sept. 5, 1912	900 00
Game protector	Joseph F. Hirch	July 19, 1912	July 19, 1912	900 00
Game protector	Willard A. Hoagland	June 4, 1912	June 4, 1912	900 00
Game protector	William C. Hodge	Aug. 28, 1906	Aug. 28, 1906	900 00
Game protector	Herbert A. Horton	Sept. 23, 1908	Sept. 23, 1908	900 00
Game protector	George Howland	Sept. 27, 1912	Sept. 27, 1912	900 00
Game protector	Ross Hudson	July 19, 1912	July 19, 1912	900 00
Game protector	William H. Irons	Aug. 9, 1907	Aug. 9, 1907	900 00
Game protector	Joseph Jenkins	Aug. 8, 1911	Aug. 8, 1911	900 00
Game protector	J. H. Kane	Mar. 27, 1911	Mar. 27, 1911	900 00
Game protector	Dennis E. Keefe	May 1, 1912	May 1, 1912	900 00

Game protector	Willett Kidd	April 25, 1895	April 25, 1895	900 00
Game protector	Charles J. Kirby	Dec. 21, 1910	Dec. 21, 1910	900 00
Game protector	E. J. Knapp	May 9, 1912	May 9, 1912	900 00
Game protector	Peter Knobloch	Dec. 23, 1910	Dec. 23, 1910	900 00
Game protector	Morgan B. Leland	Dec. 16, 1910	Dec. 16, 1910	900 00
Game protector	John J. McDonough	May 1, 1912	May 1, 1912	900 00
Game protector	Richard L. Mahar	May 10, 1911	May 10, 1911	900 00
Game protector	John H. Mallett	May 1, 1912	May 1, 1912	900 00
Game protector	Thomas E. Marsh	June 10, 1907	June 10, 1907	900 00
Game protector	C. H. Masten	May 1, 1912	May 1, 1912	900 00
Game protector	C. J. Miles	July 19, 1912	July 19, 1912	900 00
Game protector	Lewis S. Morris	May 1, 1912	May 1, 1912	900 00
Game protector	Darwin E. Moxley	Jan. 4, 1911	Jan. 4, 1911	900 00
Game protector	Michael C. Murphy	May 1, 1912	May 1, 1912	900 00
Game protector	William F. Newell	Nov. 21, 1910	Nov. 21, 1910	900 00
Game protector	John H. North	Dec. 27, 1910	Dec. 27, 1910	900 00
Game protector	Joseph Northrup	June 5, 1906	June 5, 1906	900 00
Game protector	C. H. O'Donnell	May 24, 1912	May 24, 1912	900 00
Game protector	Everett R. Overton	Aug. 1, 1910	Aug. 1, 1910	900 00
Game protector	Adelbert O. Perkins	July 7, 1911	July 7, 1911	900 00
Game protector	Wallace L. Reed	May 20, 1895	May 20, 1895	900 00
Game protector	Charles Riley	Aug. 25, 1908	Aug. 25, 1908	900 00
Game protector	W. H. Ronald	Nov. 25, 1911	Nov. 25, 1911	900 00
Game protector	Edward St. Clair	May 3, 1912	May 3, 1912	900 00
Game protector	Newton A. Scott	June 6, 1898	June 6, 1898	900 00
Game protector	Sherman S. Scott	Dec. 1, 1908	Dec. 1, 1908	900 00
Game protector	Daniel Seckington	Feb. 1, 1907	Feb. 1, 1907	900 00
Game protector	Thomas J. Sheridan	Oct. 10, 1911	Oct. 10, 1911	900 00
Game protector	Joseph T. Smith	July 11, 1911	July 11, 1911	900 00
Game protector	Milton S. Smith	Aug. 1, 1911	Aug. 1, 1911	900 00
Game protector	Robert Somerville	Oct. 1, 1902	Oct. 1, 1902	900 00
Game protector	C. M. Stearns	Nov. 8, 1912	Nov. 8, 1912	900 00
Game protector	George E. Sutton	Oct. 11, 1906	Oct. 11, 1906	900 00
Game protector	Samuel S. Taylor	Aug. 5, 1912	Aug. 5, 1912	900 00
Game protector	Frederick G. Thomas	Jan. 4, 1911	Jan. 4, 1911	900 00
Game protector	George H. Travis	Nov. 1, 1910	Nov. 1, 1910	900 00
Game protector	C. E. Underhill	Aug. 13, 1912	Aug. 13, 1912	900 00

CONSERVATION COMMISSION — (*concluded*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*concluded*)			
Game protector	John B. Vann	May 4, 1903	May 4, 1903	$900 00
Game protector	Frank Van de Boe	May 24, 1912	May 24, 1912	900 00
Game protector	Peter Ver Snyder	June 19, 1912	June 19, 1912	900 00
Game protector	J. H. Wackerman	May 24, 1912	May 24, 1912	900 00
Game protector	John J. Ward	Aug. 5, 1912	Aug. 5, 1912	900 00
Game protector	Merton Westcott	Aug. 8, 1911	Aug. 8, 1911	900 00
Game protector	Cleveland Wheaton	May 20, 1911	May 20, 1911	900 00
Game protector	John Willis	Aug. 23, 1907	Aug. 23, 1907	900 00
Game protector	Orlando Woolf	June 2, 1906	June 2, 1906	900 00
Game protector	Charles G. Worden	July 1, 1908	July 1, 1908	900 00
Game protector	Charles H. Yaple	Nov. 8, 1911	Nov. 8, 1911	900 00
Game protector	Verne A. Zimmer	May 1, 1912	May 1, 1912	900 00

EDUCATION DEPARTMENT

	UNCLASSIFIED SERVICE			
Regent	Vacancy	.....	.....	None.
Regent	St. Clair McKelway	Jan. 10, 1883	Jan. 10, 1883	None.
Regent	Daniel Beach	Mar. 18, 1885	Mar. 18, 1885	None.
Regent	Pliny T. Sexton	April 15, 1890	April 15, 1890	None.
Regent	T. Guilford Smith	April 15, 1890	April 15, 1890	None.
Regent	William Nottingham	Feb. 26, 1902	Feb. 26, 1902	None.
Regent	Chester S. Lord	—— —, 1898	—— —, 1898	None.
Regent	Albert Vander Veer	Feb. 13, 1895	Feb. 13, 1895	None.
Regent	Abram I. Elkus	—— —, 1911	—— —, 1911	None.
Regent	Eugene A. Philbin	April 1, 1904	April 1, 1904	None.
Regent	Lucian L. Shedden	—— —, 1904	—— —, 1904	None.
Regent	Francis M. Carpenter	—— —, 1909	—— —, 1909	None.

Commissioner	Andrew S. Draper	April 1, 1904	April 1, 1904	$10,000 00
President, Teachers' Retirement Fund Board	George P. Bristol	.....	.....	None.
Vice-president, Teachers' Retirement Fund Board	Catherine C. Martin	.....	.....	None.
Member, Teachers' Retirement Fund Board	Jacob H. Herzog	.....	.....	None.
Member, Teachers' Retirement Fund Board	Percy G. Wight	Jan. 3, 1912	Jan. 3, 1912	None.
Member, Teachers' Retirement Fund Board	Vacancy	.....	.....	None.
President, board of pharmacy	Byron M. Hyde	.....	.....	None.
Vice-president, board of pharmacy	Clarence O. Bigelow	.....	.....	None.
Member, board of pharmacy	Alfred B. Huested	.....	.....	None.
Member, board of pharmacy	Judson B. Todd	.....	.....	None.
Member, board of pharmacy	Geo. Reimann	.....	.....	None.
Member, board of pharmacy	Geo. C. Diekman	.....	.....	None.
Member, board of pharmacy	John Hurley	.....	.....	None.
Member, board of pharmacy	J. Leon Lascoff	.....	.....	None.
Member, board of pharmacy	John R. Wall	.....	.....	None.

EXEMPT CLASS

First assistant commissioner	Augustus S. Downing	May 1, 1904	May 1, 1904	$5,000 00
Second assistant commissioner	Charles F. Wheelock	Oct. 6, 1891	Sept. 1, 1910	5,000 00
Third assistant commissioner	Thomas E. Finegan	Dec. 1, 1892	Oct. 1, 1908	5,000 00
Chief, administration division	George M. Wiley	Sept. 1, 1908	Sept. 1, 1910	3,000 00
Secretary to the commissioner	Honore H. Green	April 24, 1899	Oct. 1, 1907	2,000 00
Confidential stenographer	Nellie F. Steers	July 22, 1907	Oct. 1, 1907	1,200 00
Secretary, board of medical examiners	Otto von Huffman	Jan. 1, 1913	Jan. 1, 1913	4,000 00
Secretary, board of pharmacy	Warren L. Bradt	Aug. 1, 1910	Aug. 1, 1910	3,000 00
Secretary, Teachers' Retirement Fund Board	E. G. Lantman	Jan. 10, 1912	Jan. 10, 1912	1,000 00

COMPETITIVE CLASS

COMMISSIONER'S OFFICE

Assistant in elementary education	Clark W. Halliday	June 1, 1894	Oct. 1, 1906	2,700 00
Stenographer to third assistant commissioner	Kate Chamberlain	June 10, 1895	June 1, 1904	1,200 00
Clerk and stenographer	Jane Larkin	July 1, 1903	June 1, 1904	1,200 00
Record clerk and stenographer	Emily Louise Gibb	Nov. 10, 1897	June 1, 1904	1,200 00
Stenographer	Pearle A. Woodcock	Dec. 1, 1912	Dec. 1, 1912	720 00
Messenger	Aaron J. Oliver	July 1, 1887	June 1, 1904	1,200 00

EDUCATION DEPARTMENT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
	COMMISSIONER'S OFFICE — (*continued*)			
Clerk	James R. Wendrem	Aug. 6, 1906	July 15, 1909	$720 00
Clerk	John S. Bartlett	June 17, 1907	Nov. 16, 1912	660 00
Junior clerk	Edward Nusbaum	Sept. 1, 1909	July 11, 1910	720 00
	ADMINISTRATION DIVISION			
Cashier	William Mason	Mar. 1, 1899	May 1, 1904	2,500 00
Editor and statistician	Lloyd L. Cheney	Oct. 1, 1910	Oct. 1, 1910	2,500 00
Chief mailing clerk	Howard T. Terrell	April 8, 1895	June 1, 1904	1,500 00
Storekeeper	Thomas C. Smith	Sept. 1, 1907	Sept. 1, 1907	1,500 00
Stenographer	Mary A. McDonnell	Sept. 27, 1909	Sept. 27, 1909	1,000 00
Stenographer and clerk	Mabel A. Martin	Feb. 1, 1900	Jan. 1, 1907	720 00
Clerk	Marcia M. VanderVeer	July 31, 1894	July 31, 1894	1,200 00
Clerk	Catherine Benjamin	Feb. 24, 1896	Feb. 24, 1896	1,200 00
Clerk	Loretta G. Bowen	June 20, 1898	June 20, 1898	1,000 00
Clerk	Katherine Schafer	June 22, 1898	June 22, 1898	900 00
Clerk	Anna E. Vosburg	June 21, 1909	June 21, 1909	600 00
Clerk	May L. Mickel	June 15, 1911	June 15, 1911	600 00
Clerk	Mary D. Robertson	Feb. 1, 1911	Feb. 1, 1911	600 00
Junior clerk	Marguerite M. Kiernan	Dec. 11, 1911	Dec. 11, 1911	480 00
Junior clerk	Florence Van Noy	July 1, 1912	July 1, 1912	480 00
Junior clerk	Clara B. Coomes	July 8, 1912	July 8, 1912	480 00
Junior clerk	May M. Stafford	Aug. 1, 1912	Aug. 1, 1912	480 00
Junior clerk	Elizabeth L. Schlieper	Oct. 4, 1912	Oct. 4, 1912	360 00
Messenger	Barton A. Whitford	June 1, 1895	Mar. 20, 1907	1,200 00
Messenger	Hugh J. Kelly	Nov. 7, 1900	June 1, 1910	1,200 00
Messenger	Charles A. Bowen	July 3, 1901	Nov. 16, 1911	840 00

Bookkeeper	Helane Brooks	Mar. 3, 1911	Mar. 3, 1911	600 00
Telephone operator	Sarah A. Brady	Nov. 1, 1909	Nov. 1, 1909	720 00
Typewriter copyist	Edith M. Kearney	June 8, 1912	June 8, 1912	600 00
Page	William J. Straney	May 1, 1912	May 1, 1912	480 00
COMPULSORY ATTENDANCE DIVISION				
Chief of division	James D. Sullivan	May 3, 1898	May 1, 1904	3,000 00
Clerk	Margaret M. Loughlin	June 22, 1899	June 22, 1899	1,000 00
Junior clerk	Edna M. Hurley	Oct. 1, 1908	Oct. 1, 1908	600 00
Stenographer	Mabel J. Wynne	Feb. 25, 1907	Mar. 1, 1912	900 00
Typewriter copyist	Mary C. Padula	Dec. 31, 1912	Dec. 31, 1912	480 00
EXAMINATIONS DIVISION				
Chief of division	Harlan H. Horner	May 1, 1904	Sept. 1, 1910	4,000 00
Assistant in charge of teachers examinations	Eugene W. Lyttle	Feb. 15, 1898	Aug. 1, 1912	3,000 00
Assistant in charge of foreign credentials	H. L. Taylor	July 13, 1896	June 1, 1904	2,700 00
Assistant in charge of professional examinations	Herbert J. Hamilton	Aug. 24, 1891	June 1, 1904	2,500 00
Editor and proofreader	Annie T. Keyser	July 1, 1888	June 1, 1904	1,800 00
Assistant statistician	Charles B. Heisler	May 1, 1911	May 1, 1911	1,500 00
Compositor	John V. McCann	Dec. 31, 1895	Dec. 31, 1895	1,200 00
Examiner	Horace L. Field	June 19, 1901	June 19, 1901	1,800 00
Examiner	Everett O'Neill	May 22, 1899	May 22, 1899	1,800 00
Examiner	John P. Slocum	Sept. 2, 1901	Sept. 2, 1901	1,800 00
Examiner	Margaret Freeman	Feb. 1, 1897	Feb. 1, 1897	1,200 00
Examiner	Julia T. Ast	April 1, 1899	June 1, 1904	1,200 00
Examiner	Emogene S. Simons	Feb. 2, 1903	Feb. 2, 1903	1,200 00
Examiner	Lillia M. Olcott	Dec. 1, 1911	Dec. 1, 1911	1,200 00
Examiner	Ida M. Barton	Sept. 8, 1909	Sept. 8, 1909	1,200 00
Examiner	Cathie A. Eastman	Jan. 17, 1910	Jan. 17, 1910	1,000 00
Examiner	Emily D. Martin	Mar. 30, 1909	Mar. 30, 1909	1,000 00
Examiner	Charlotte L. Estes	June 20, 1898	June 1, 1904	900 00
Examiner	Sara L. Gardiner	June 26, 1895	June 26, 1895	900 00
Examiner	Minnie G. Dean	Jan. 31, 1902	Jan. 31, 1902	900 00
Examiner	Anna M. Lucey	July 11, 1910	July 11, 1910	900 00
Examiner	Grace E. Crenan	Dec. 16, 1911	Dec. 16, 1911	900 00
Examiner	Sara C. Knox	Oct. 1, 1910	Oct. 1, 1910	900 00

EDUCATION DEPARTMENT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
	EXAMINATIONS DIVISION — (*continued*)			
Examiner	Grace S. Waterman	Dec. 23, 1909	Dec. 23, 1909	$900 00
Examiner	Mabel A. Hill	Feb. 1, 1908	Feb. 1, 1908	900 00
Examiner	Bernice A. Howe	Sept. 1, 1909	Sept. 1, 1909	900 00
Examiner	Lina Arronet	April 8, 1909	April 8, 1909	900 00
Examiner	Maud Redmond	Feb. 5, 1908	Feb. 5, 1908	900 00
Examiner	Stella McTammany	June 13, 1910	June 13, 1910	720 00
Examiner	Agnes M. Ford	Feb. 15, 1908	Feb. 15, 1908	720 00
Examiner	Rosina O. Phillips	May 14, 1908	Dec. 16, 1910	720 00
Stenographer	May E. Cregan	Dec. 16, 1907	Dec. 16, 1907	1,000 00
Stenographer	Florence P. Kearns	Aug. 1, 1909	Aug. 1, 1912	900 00
Stenographer	Mildred H. Baker	Nov. 13, 1911	Nov. 13, 1911	600 00
Stenographer	Margaret Taaffe	Oct. 17, 1911	Oct. 1, 1912	600 00
Stenographer	Edwina Weichmann	Nov. 11, 1912	Nov. 11, 1912	600 00
Stenographer	Olive Williams	Aug. 15, 1910	Jan. 1, 1913	600 00
Clerk	Adele B. Alexander	Nov. 1, 1878	Nov. 1, 1878	1,200 00
Clerk	Katharine L. McDonough	July 5, 1888	July 5, 1888	1,200 00
Clerk	Ida G. MacMillan	Dec. 18, 1889	Dec. 18, 1889	1,200 00
Clerk	Mary Agnes O'Connor	July 31, 1891	July 31, 1891	1,200 00
Clerk	Grace W. Thompson	Mar. 30, 1896	Nov. 15, 1897	1,200 00
Clerk	Minnie L. O'Neill	Oct. 5, 1891	Oct. 5, 1891	1,000 00
Clerk	Isabel Lamont	Nov. 18, 1886	Nov. 18, 1886	900 00
Clerk	Anna M. Weis	June 11, 1892	June 11, 1892	900 00
Clerk	May A. G. Mullins	April 3, 1894	April 3, 1894	900 00
Clerk	Amy L. Greene	Mar. 16, 1898	Mar. 16, 1898	900 00
Clerk	Florence K. Beavens	June 6, 1900	June 6, 1900	900 00
Clerk	Alice A. De Graff	Jan. 27, 1904	Jan. 1, 1910	900 00
Clerk	Matthew J. Van Deloo	Nov. 1, 1906	June 1, 1911	720 00

Clerk	Margaret B. Miller	June 6, 1900	June 6, 1900	720 00
Clerk	Elizabeth C. Kemmy	Sept. 21, 1908	Sept. 21, 1908	720 00
Clerk	Margaret M. Stewart	Sept. 21, 1908	Sept. 21, 1908	720 00
Clerk	Mabel A. Filkins	Oct. 12, 1908	Oct. 12, 1908	720 00
Clerk	Sarah L. Coffey	Nov. 4, 1909	Nov. 4, 1909	720 00
Clerk	Agnes C. O'Keeffe	Feb. 1, 1908	Feb. 1, 1908	600 00
Clerk	Edna S. Brownlow	June 20, 1910	June 20, 1910	600 00
Clerk	Jeanette C. Gallagher	July 14, 1910	July 14, 1910	600 00
Clerk	Mabel E. Horner	June 20, 1910	June 20, 1910	600 00
Clerk	Julia K. Dolan	June 15, 1911	June 15, 1911	600 00
Clerk	Albert C. Cramer	Sept. 13, 1911	Oct. 1, 1912	600 00
Junior clerk	Freda H. Fisher	Dec. 18, 1911	Dec. 18, 1911	480 00
Junior clerk	Ethel T. Delehanty	Dec. 15, 1911	Dec. 15, 1911	480 00
Junior clerk	Anna E. Hogan	Jan. 16, 1912	Jan. 16, 1912	480 00
Junior clerk	Lora K. Meserve	Aug. 16, 1912	Aug. 16, 1912	480 00
Junior clerk	Ottilia Bonheyo	Jan. 22, 1912	Jan. 22, 1912	480 00
Page	Robert M. Bowers	Oct. 21, 1912	Oct. 21, 1912	360 00

HISTORY DIVISION

Chief of division	James A. Holden	May 23, 1911	Oct. 1, 1911	4,500 00
Chief clerk	Richard E. Day	June 28, 1899	Oct. 14, 1904	1,500 00
Expert copyist	Wilmer R. Leech	Mar. 8, 1907	Mar. 8, 1907	1,200 00
Page	Irving S. Adler	Dec. 6, 1911	Dec. 6, 1911	480 00

INSPECTIONS DIVISION

Chief of division	Frank H. Wood	Nov. 25, 1895	May 1, 1904	3,500 00
Inspector	Charles N. Cobb	April 20, 1893	April 20, 1893	3,000 00
Inspector	Albert C. Hill	July 1, 1894	July 1, 1894	2,500 00
Inspector	Arthur G. Clement	July 8, 1895	July 8, 1895	2,500 00
Inspector	A. Edson Hall	Oct. 1, 1895	Oct. 1, 1895	2,500 00
Inspector	S. Dwight Arms	April 11, 1898	April 11, 1898	2,500 00
Inspector	Willard D. Johnson	Jan. 1, 1904	Jan. 1, 1904	2,500 00
Inspector	Winfield A. Holcomb	Jan. 1, 1906	Jan. 1, 1906	2,500 00
Inspector	Avery W. Skinner	June 1, 1909	June 1, 1909	2,500 00
Inspector	William R. Price	April 8, 1911	April 8, 1911	2,500 00
Inspector	Randolph T. Congdon	Jan. 1, 1912	Jan. 1, 1912	2,500 00

EDUCATION DEPARTMENT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
	INSPECTIONS DIVISION — (*continued*)			
Inspector	Wallace E. Bartholomew	June 5, 1911	June 5, 1911	$2,400 00
Inspector	Elmer E. Arnold	Dec. 21, 1911	Dec. 21, 1911	2,000 00
Clerk	Sarah B. Budd	June 12, 1896	Nov. 21, 1902	1,000 00
Stenographer	Evelyn L. Kelso	Sept. 19, 1904	April 1, 1908	1,000 00
	LAW DIVISION			
Chief of division	Frank B. Gilbert	Jan. 1, 1906	Oct. 1, 1908	4,000 00
Clerk and stenographer	Allan R. Macdonald	June 9, 1892	June 1, 1904	1,800 00
	PUBLIC RECORDS DIVISION			
Chief of division	Thomas C. Quinn	June 28, 1911	June 28, 1911	4,500 00
Stenographer	Ruth M. Wynne	Oct. 1, 1910	Oct. 1, 1910	1,000 00
Junior clerk	Edward W. Hart	July 18, 1910	Dec. 4, 1912	480 00
	DIVISION OF SCHOOL LIBRARIES			
Chief of division	Sherman Williams	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Inspector	Leon O. Wiswell	Nov. 1, 1895	Oct. 1, 1904	2,400 00
Stenographer	Helen J. Ostrander	Sept. 20, 1909	Sept. 20, 1909	900 00
	STATISTICS DIVISION			
Chief of division	Hiram C. Case	April 27, 1897	May 1, 1904	3,000 00
Clerk and stenographer	Mary Fealey	Aug. 1, 1896	June 1, 1904	1,200 00
Clerk	Alice C. McCormack	Dec. 15, 1891	Dec. 15, 1891	1,200 00
Clerk	Mabel G. Pepper	Jan. 27, 1898	Jan. 27, 1898	900 00
Clerk	Frances M. Martin	Sept. 10, 1906	Jan. 15, 1908	720 00

Junior clerk	Catherine E. Hannon	Nov. 15, 1910	Nov. 15, 1910	600 00
Junior clerk	Ruth E. Davis	Nov. 14, 1912	Nov. 14, 1912	360 00
Typewriter copyist	Sara E. Sammons	Oct. 4, 1912	Oct. 4, 1912	420 00

DIVISION OF VOCATIONAL SCHOOLS

Chief of division	Arthur D. Dean	Sept. 1, 1908	Sept. 1, 1908	4,000 00
Inspector of drawing and industrial training	Royal B. Farnum	Nov. 29, 1909	Nov. 29, 1909	2,500 00
Inspector of courses in agriculture	Layton S. Hawkins	July 1, 1912	July 1, 1912	2,500 00
Inspector of vocational schools	Lewis A. Wilson	Oct. 1, 1912	Oct. 1, 1912	2,500 00
Stenographer	Susie J. Caddick	June 16, 1912	June 16, 1912	900 00

DIVISION OF VISUAL INSTRUCTION

Chief of division	Alfred W. Abrams	Nov. 1, 1905	April 1, 1909	3,000 00
Assistant in charge of slides and negatives	George M. Fuller	Oct. 1, 1905	Oct. 1, 1905	2,000 00
Artist assistant	E. May Greenman	Aug. 1, 1896	Oct. 16, 1908	1,200 00
Clerk	Mary L. Fairchild	Sept. 17, 1906	Jan. 10, 1908	900 00
Clerk	Jessie E. Hart	July 16, 1908	July 16, 1908	600 00
Clerk	Alida Van Volkenburgh	Nov. 9, 1908	Nov. 9, 1908	600 00
Stenographer	Marion G. Rosebrook	Oct. 16, 1910	Oct. 16, 1910	900 00
Page	Thomas Morrissey	Oct. 28, 1912	Oct. 28, 1912	360 00

STATE LIBRARY

Director	James I. Wyer	Jan. 1, 1906	June 1, 1908	5,000 00
Chief archivist	Arnold J. F. Van Laer	June 12, 1899	May 19, 1910	3,000 00
Law librarian	Frederick D. Colson	Dec. 1, 1908	Dec. 1, 1908	2,500 00
Senior librarian	Walter S. Biscoe	April 1, 1889	April 1, 1889	2,400 00
Reference librarian	Frank L. Tolman	Oct. 1, 1906	Oct. 1, 1906	2,400 00
Sub-librarian	George G. Champlin	April 22, 1896	Oct. 1, 1904	1,800 00
Sub-librarian	Emma J. Hawkins	Nov. 1, 1906	Nov. 1, 1906	1,500 00
Sub-librarian	Isabella K. Rhodes	Aug. 1, 1911	Aug. 1, 1911	1,200 00
Director's assistant	Frances D. Lyon	June 1, 1910	June 1, 1910	1,200 00
Assistant in legislation	Florence Woodworth	April 1, 1889	April 1, 1889	1,800 00
Assistant in legislation	Clarence B. Lester	Oct. 15, 1908	Oct. 15, 1908	2,100 00
Library organizer	John T. Fitzpatrick	June 2, 1898	June 1, 1909	1,500 00
Head cataloguer	Caroline Webster	Jan. 1, 1911	Jan. 1, 1911	1,500 00
	Ada Alice Jones	April 1, 1889	April 1, 1889	1,500 00

EDUCATION DEPARTMENT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
	STATE LIBRARY — (*continued*)			
Annotator	Martha T. Wheeler	June 14, 1890	Oct. 1, 1898	$1,500 00
Assistant archivist	Peter Nelson	Oct. 7, 1901	July 1, 1910	1,500 00
Reference assistant	Elizabeth M. Smith	Dec. 1, 1908	Dec. 1, 1908	1,500 00
Reference assistant	Mary P. Parsons	Oct. 1, 1912	Dec. 1, 1912	900 00
Indexer	Mary Ellis	Nov. 27, 1893	Oct. 1, 1906	1,000 00
Assistant in sociology	Lauros G. McConachie	July 7, 1909	July 7, 1909	1,200 00
Order assistant	Ethel A. S. Bucher	Oct. 1, 1912	Oct. 1, 1912	1,200 00
Registrar, library school	Edna M. Sanderson	July 18, 1900	Oct. 1, 1906	1,500 00
Librarian for the blind	Mary C. Chamberlain	Dec. 16, 1907	Dec. 16, 1907	900 00
Assistant archivist	Marie Berghins-Krak	Oct. 1, 1911	Oct. 1, 1911	720 00
Library assistant	Mary E. Eastwood	Sept. 17, 1900	April 1, 1907	1,200 00
Library assistant	Martha L. Phelps	Feb. 2, 1891	Oct. 1, 1900	1,000 00
Library assistant	Jenny L. Christman	Oct. 1, 1894	Oct. 1, 1894	900 00
Library assistant	Mary E. Budd	Jan. 1, 1894	Oct. 1, 1904	900 00
Library assistant	Helen W. Tompkins	Sept. 1, 1911	Sept. 1, 1911	720 00
Library assistant	Florence B. Gray	July 12, 1909	July 12, 1909	720 00
Library assistant	Mabel E. Woodcock	Sept. 16, 1909	Sept. 16, 1909	720 00
Library assistant	Georgia E. Roberts	Feb. 1, 1910	Feb. 1, 1910	720 00
Library assistant	Lillian J. Callahan	Oct. 1, 1910	Oct. 1, 1910	720 00
Library assistant	Elizabeth P. Robinson	Feb. 14, 1910	Feb. 14, 1910	600 00
Library assistant	Georgia Benedict	Sept. 1, 1911	Sept. 1, 1911	600 00
Library assistant	Alice M. Dugan	Jan. 1, 1912	Jan. 1, 1912	600 00
Library assistant	Lida C. Vasbinder	Feb. 13, 1912	Feb. 13, 1912	600 00
Library assistant	Carolyn E. Cady	Oct. 1, 1912	Oct. 1, 1912	600 00
Library assistant	Elizabeth F. Mack	Mar. 3, 1908	Oct. 1, 1911	600 00
Library assistant	Florence I. Holmes	Oct. 1, 1912	Oct. 1, 1912	600 00
Library assistant	Willard P. Lewis	Oct. 1, 1912	Oct. 1, 1912	600 00

Assistant in book selection and annotation	Martha W. Suter	Oct. 1, 1909	Oct. 1, 1909	720 00
Stenographer and bookkeeper	Blodwen Jones	Feb. 6, 1911	Oct. 1, 1912	720 00
Stenographer	Harriett A. Chapman	Aug. 17, 1891	Aug. 17, 1891	1,200 00
Stenographer	Marion L. Gardiner	Nov. 13, 1906	Nov. 13, 1906	1,200 00
Stenographer	Harriet C. Chapman	Dec. 11, 1905	Oct. 1, 1909	720 00
Typewriter copyist	Florence M. Pebler	Jan. 9, 1911	Dec. 18, 1911	480 00
Typewriter copyist	Matilda M. Scheffler	Nov. 18, 1912	Nov. 18, 1912	480 00
Clerk	Joseph Gavit	Feb. 24, 1896	Feb. 24, 1896	1,500 00
Clerk	William H. Barker	Oct. 1, 1902	Oct. 1, 1902	900 00
Clerk	Eugenia E. Close	July 11, 1898	July 11, 1898	900 00
Clerk	Ruth Kemper	Oct. 18, 1897	Oct. 18, 1897	900 00
Clerk	Mabel L. Thompson	Nov. 26, 1896	Oct. 1, 1899	900 00
Clerk	Frances L. Cregan	June 2, 1909	June 2, 1909	720 00
Clerk	J. H. Manahan	Mar. 1, 1900	Mar. 1, 1900	720 00
Clerk	Florence M. Mesick	July 12, 1900	July 12, 1900	720 00
Clerk	Catherine M. Smith	Oct. 1, 1908	Oct. 1, 1908	720 00
Clerk	Sarah Clerk	Aug. 11, 1902	Aug. 11, 1902	720 00
Clerk	Iva B. Parker	Jan. 17, 1910	Jan. 17, 1910	600 00
Clerk	F. A. Blanchard	Nov. 22, 1909	Oct. 1, 1911	600 00
Clerk	William J. Rate	Oct. 9, 1905	Oct. 9, 1905	600 00
Clerk	William H. Hettinger	Aug. 1, 1907	July 27, 1912	600 00
Clerk	Emma M. Kattrein	Dec. 9, 1907	May 1, 1908	600 00
Junior clerk	Frances A. Nalley	Mar. 8, 1909	Mar. 8, 1909	480 00
Junior clerk	Mildred B. Kelly	Jan. 24, 1910	Jan. 24, 1910	480 00
Junior clerk	Gladys V. Lloyd	Aug. 3, 1910	Aug. 3, 1910	480 00
Junior clerk	Grace K. Waterbury	Nov. 21, 1910	Nov. 21, 1910	480 00
Junior clerk	Elizabeth M. Henning	June 15, 1911	June 15, 1911	480 00
Junior clerk	Anna Williams	June 15, 1911	June 15, 1911	480 00
Junior clerk	Harriet E. Hermance	Nov. 1, 1911	Nov. 1, 1911	480 00
Junior clerk	Grace V. Clark	Nov. 13, 1911	Nov. 13, 1911	480 00
Junior clerk	Gertrude M. Mack	Nov. 16, 1911	Nov. 16, 1911	480 00
Junior clerk	Elizabeth Westervelt	Nov. 16, 1911	Nov. 16, 1911	480 00
Junior clerk	Jessie E. Dorrance	Nov. 28, 1911	Nov. 28, 1911	480 00
Junior clerk	Gladys Davenport	Nov. 28, 1911	Nov. 28, 1911	480 00
Junior clerk	Marion G. Ingalls	Nov. 28, 1911	Nov. 28, 1911	480 00
Junior clerk	Marcella L. Coughlin	Jan. 25, 1912	Jan. 25, 1912	480 00
Junior clerk	Celia J. Jarvis	Jan. 3, 1912	Jan. 3, 1912	480 00

EDUCATION DEPARTMENT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
	STATE LIBRARY —(*continued*)			
Junior clerk	Helen C. Huth	Jan. 6, 1912	Jan. 6, 1912	$360 00
Junior clerk	Irene Gladding	Sept. 11, 1912	Sept. 11, 1912	360 00
Junior clerk	Mary F. Herkenham	Jan. 1, 1913	Jan. 1, 1913	360 00
Page	Charles W. Hutchins	Sept. 6, 1910	Sept. 6, 1910	340 00
Page	William F. Horan	Sept. 6, 1910	Sept. 6, 1910	360 00
Page	Fred Wasmuth	Sept. 26, 1911	Sept. 26, 1911	360 00
Page	Leo J. Murphy	Oct. 13, 1911	Oct. 13, 1911	360 00
Page	Alex S. McGaughan	Sept. 11, 1912	Sept. 11, 1912	360 00
Page	Harry G. Stevens	Oct. 1, 1912	Oct. 1, 1912	360 00
Page	Earl D. Gilbert	Oct. 1, 1912	Oct. 1, 1912	360 00
Page	Joseph A. Higgins	Oct. 1, 1912	Oct. 1, 1912	360 00
	LIBRARY SCHOOL			
Vice-director	Frank K. Walter	Dec. 20, 1907	Oct. 1, 1908	2,500 00
Library instructor	Katherine Dame	Sept. 15, 1910	Sept. 15, 1910	1,500 00
Reference assistant	Jennie D. Fellows	Feb. 16, 1899	Feb. 16, 1899	1,200 00
Library assistant	Genevieve Conant	Oct. 1, 1912	Oct. 1, 1912	600 00
Library assistant	Laura C. Stutz	Aug. 16, 1910	Aug. 16, 1910	600 00
	DIVISION OF EDUCATIONAL EXTENSION			
Chief of division	William R. Watson	Jan. 6, 1913	Jan. 6, 1913	2,400 00
Inspector of public libraries	Asa Wynkoop	July 1, 1905	Nov. 19, 1907	1,800 00
Medical librarian	Frances K. Ray	Sept. 1, 1903	Dec. 1, 1912	1,200 00
Library organizer	Anna R. Phelps	Jan. 1, 1908	Jan. 1, 1908	1,500 00
Library assistant	Grace L. Betteridge	Feb. 9, 1894	Feb. 9, 1894	1,500 00
Library assistant	Charles F. Porter	July 1, 1908	July 1, 1908	900 00

Library assistant	Alice L. Jewett	Oct. 1, 1912	Oct. 1, 1912	600 00
Clerk	Nellie L. Mesick	Sept. 1, 1896	Sept. 1, 1896	720 00
Clerk	Marcella M. Brennan	Mar. 31, 1896	Mar. 31, 1896	720 00
Clerk	Ethel O. Hulburd	Sept. 21, 1908	Sept. 21, 1908	720 00
Clerk	Ada E. Hinkelman	Sept. 14, 1908	Sept. 14, 1908	600 00
Junior clerk	Catherine R. Coughlin	Oct. 16, 1911	Oct. 16, 1911	480 00
Junior clerk	Mary P. Wilkins	Jan. 18, 1912	Jan. 18, 1912	480 00
Junior clerk	Julia Buckley	Feb. 11, 1902	Feb. 11, 1902	480 00
Junior clerk	Katherine J. Walsh	Jan. 3, 1912	Jan. 3, 1912	480 00
Page	Thomas P. Dolan, Jr	Dec. 14, 1911	Dec. 14, 1911	360 00

DIVISION OF SCIENCE

Director	John M. Clarke	Jan. 1, 1886	May 1, 1904	4,500 00
Botanist	Charles H. Peck	Jan. 1, 1867	Jan. 1, 1867	2,400 00
Entomologist	Ephraim P. Felt	Sept. 14, 1895	Jan. 1, 1899	2,400 00
Assistant paleontologist	Rudolf Ruedemann	Feb. 14, 1899	Feb. 14, 1899	2,400 00
Assistant geologist	David H. Newland	Dec. 1, 1904	Dec. 1, 1904	2,400 00
Assistant geologist	Chris A. Hartnagel	May 20, 1905	May 20, 1905	1,500 00
Mineralogist	Herbert P. Whitlock	Jan. 2, 1901	Oct. 1, 1902	1,400 00
Field geologist	D. D. Luther	June 1, 1895	Oct. 1, 1904	1,200 00
Archeologist	Arthur C. Parker	Oct. 16, 1906	Oct. 16, 1906	1,200 00
Zoologist	Willard G. Van Name	Sept. 1, 1910	Sept. 1, 1910	1,200 00
Taxidermist	Arthur Paladin	Sept. 7, 1910	Sept. 7, 1910	900 00
Assistant in economic geology	Robert W. Jones	Sept. 1, 1910	Sept. 1, 1910	1,200 00
Technical assistant	Noah T. Clarke	Dec. 1, 1912	Dec. 1, 1912	1,000 00
Assistant botanist	Stewart H. Burnham	Nov. 8, 1905	Nov. 8, 1905	900 00
Assistant entomologist	Douglas B. Young	Jan. 2, 1902	Jan. 2, 1902	1,200 00
Assistant entomologist	Fanny T. Hartman	Oct. 26, 1907	Oct. 26, 1907	780 00
Draftsman	G. S. Barkentin	Dec. 5, 1901	Dec. 5, 1901	1,800 00
Preparator	Harry C. Wardell	Oct. 8, 1904	Oct. 8, 1904	900 00
Clerk and stenographer	Jacob Van Deloo	Dec. 1, 1887	Jan. 1, 1899	1,800 00
Stenographer	Paul E. Reynolds	Sept. 16, 1910	July 16, 1911	1,020 00
Stenographer	Anna M. Tolhurst	Sept. 28, 1903	Sept. 28, 1903	720 00
Stenographer	John J. Bryan	Dec. 5, 1912	Dec. 5, 1912	720 00
Clerk	Charles W. Swim	Dec. 27, 1909	Nov. 26, 1912	600 00
Page	Joseph J. Bylancik	Sept. 15, 1909	Sept. 15, 1909	480 00

EDUCATION DEPARTMENT — (*concluded*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*concluded*)			
	CARE AND CLEANING			
Chief engineer	Edward R. Lord	Sept. 1, 1909	Oct. 1, 1912	$1,800 00
First assistant steam engineer	Leroy G. Sheldon	Sept. 26, 1912	Sept. 26, 1912	960 00
Assistant steam engineer	William E. Broderick	Dec. 6, 1912	Dec. 6, 1912	750 00
Assistant steam engineer	George M. Card	Sept. 23, 1912	Sept. 23, 1912	750 00
Assistant steam engineer	William Donahue	Oct. 8, 1912	Oct. 8, 1912	750 00
Assistant steam engineer	Walter J. Berry	Nov. 12, 1912	Nov. 12, 1912	750 00
Electrical engineer	Henry J. Byron	Jan. 1, 1913	Jan. 1, 1913	1,500 00
Electrician	David E. Duffy	Aug. —, 1900	July 1, 1907	840 00
Elevatorman	Jerry A. Nugent	Sept. 13, 1905	July 1, 1907	780 00
Elevatorman	George M. Franklin	Oct. 1, 1912	Oct. 1, 1912	780 00
Elevatorman	Denis J. Nolan	Oct. 1, 1912	Oct. 1, 1912	780 00
Elevatorman	Bernard E. Brennan	Oct. 1, 1912	Oct. 1, 1912	780 00
Elevatorman	John P. Reilly	Oct. 1, 1912	Oct. 1, 1912	780 00
Elevatorman	Charles A. Schlientz	Jan. 13, 1902	Oct. 1, 1912	780 00
Elevatorman	Thomas F. Cox	Oct. 9, 1912	Oct. 9, 1912	780 00
Orderly	Samuel H. Hoaglan	Oct. 1, 1912	Oct. 1, 1912	720 00
Orderly	William G. Sears	Oct. 1, 1912	Oct. 1, 1912	720 00
Orderly	Louis H. LaVallee	Mar. 1, 1912	Oct. 1, 1912	720 00
Watchman	John L. Casey	Dec. 1, 1909	Oct. 1, 1912	720 00
	FARMERS' INSTITUTES			
Lecturer	E. F. McDonald	June 18, 1900	Dec. 5, 1905	2,500 00
Lecturer	Alden J. Merrill	Oct. 1, 1908	Oct. 1, 1908	2,500 00
Lecturer	Charles L. Mosher	Jan. 7, 1910	Jan. 7, 1910	2,500 00

BOARD OF PHARMACY

Inspector	George S. DeLacy	Aug. 1, 1910	Jan. 1, 1911	1,500 00
Inspector	John A. Dixon	Feb. 20, 1902	Feb. 20, 1902	1,500 00
Inspector	Frank Rapecis	May 4, 1903	May 4, 1903	1,500 00
Inspector	Christopher W. Biggs	Aug. 1, 1912	Aug. 1, 1912	1,200 00
Assistant to inspector	Frank J. Bergold	Aug. 1, 1912	Aug. 1, 1912	$15 per week.
Clerk	Frank Knight, Jr.	Aug. 1, 1910	Aug. 1, 1910	$1,500 00
Stenographer	Elizabeth M. Glavin	July 1, 1912	Oct. 1, 1912	600 00

NURSES' TRAINING SCHOOLS

Inspector	Annie W. Goodrich	Aug. 1, 1910	Aug. 1, 1910	1,800 00
Typewriter copyist	Harriet Taaffe	Jan. 9, 1911	Oct. 24, 1911	600 00

TEACHERS' RETIREMENT FUND BOARD

Clerk	E. Martile Comstock	Jan. 27, 1898	June 1, 1904	1,200 00

NON-COMPETITIVE CLASS

Carpenter	Charles Wensley	Feb. 17, 1909	Feb. 17, 1909	840 00
Picture framer	D. S. Parker	Mar. 1, 1910	Mar. 1, 1910	840 00
Shipper and attendant	James Straney	May 2, 1898	Oct. 1, 1910	900 00

SUPERINTENDENTS OF ELECTIONS

UNCLASSIFIED SERVICE

Superintendent	John R. Voorhis	Jan. 19, 1911	Jan. 19, 1911	5,000 00
Superintendent	William J. Hillery	Aug. 1, 1911	Aug. 1, 1911	5,000 00
Superintendent	John Pallace	Aug. 3, 1911	Aug. 3, 1911	5,000 00

EXEMPT CLASS

Chief deputy	William Dalton	Mar. 6, 1911	Mar. 6, 1911	4,500 00
Chief deputy	James Smith	Sept. 26, 1911	Sept. 26, 1911	4,500 00
Chief deputy	Edward J. Carey	June 16, 1912	June 16, 1912	4,500 00
Secretary	James S. Wells	Sept. 25, 1907	Oct. 1, 1907	2,000 00
Clerk	Peter B. Sherry	Mar. 20, 1911	Mar. 20, 1911	1,800 00
Confidential clerk to Superintendent Voorhis	Thomas F. McGrath	Oct. 11, 1911	Oct. 11, 1911	1,200 00
Confidential clerk to Superintendent Hillery	Daniel P. McCue	Oct. 16, 1911	Oct. 16, 1911	1,200 00

SUPERINTENDENTS OF ELECTIONS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS — (*continued*)			
Confidential clerk to Superintendent Pallace	Arthur G. Coleman	Sept. 26, 1911	Sept. 26, 1911	$1,200 00
Stenographer	John C. McGroarty	June 5, 1911	June 5, 1911	1,500 00
Confidential stenographer to Superintendent Voorhis	Walter V. Flynn	Oct. 21, 1911	Oct. 21, 1911	1,000 00
Confidential stenographer to Superintendent Hillery	Daniel J. McKenzie	Sept. 26, 1911	Sept. 26, 1911	1,000 00
Confidential stenographer to Superintendent Pallace	Oswald D. Curran	Sept. 26, 1911	Sept. 26, 1911	1,000 00
Deputy	Henry A. Ball	Mar. 1, 1911	Mar. 1, 1911	1,500 00
Deputy	William F. Donohue	Sept. 14, 1911	Sept. 14, 1911	1,500 00
Deputy	John S. Mangan	Sept. 16, 1911	Sept. 16, 1911	1,500 00
Deputy	James L. Quinn	Sept. 13, 1911	Sept. 13, 1911	1,500 00
Deputy	Herman Bernstein	Feb. 23, 1911	Feb. 23, 1911	1,200 00
Deputy	Solomon Bernstein	Sept. 27, 1911	Sept. 27, 1911	1,200 00
Deputy	William A. Bergan	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	Thomas B. Campbell	Feb. 23, 1911	Feb. 23, 1911	1,200 00
Deputy	William H. Childs	Feb. 23, 1911	Feb. 23, 1911	1,200 00
Deputy	Arthur Connors	Mar. 16, 1911	Mar. 16, 1911	1,200 00
Deputy	George Corcoran	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	Frank Cronk	Dec. 2, 1912	Dec. 2, 1912	1,200 00
Deputy	David S. Driscoll	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	Lester W. Eisenberg	Feb. 23, 1911	Feb. 23, 1911	1,200 00
Deputy	Charles M. Estell	Sept. 26, 1911	Sept. 26, 1911	1,200 00
Deputy	John H. Feeney	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	Abraham L. Fennell	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	William J. Fisher	Mar. 6, 1911	Mar. 6, 1911	1,200 00
Deputy	Maurice Fitzgerald	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	William Fitzgibbons	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	William Gallagher	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	William J. Gallagher	Feb. 23, 1911	Feb. 23, 1911	1,200 00
Deputy	Edmund F. Gensheimer	Sept. 26, 1911	Sept. 26, 1911	1,200 00

Deputy	Patrick J. Geoghegan	Oct. 4, 1911	Oct. 4, 1911	1,200 00
Deputy	William T. Glover	Mar. 6, 1911	Mar. 6, 1911	1,200 00
Deputy	Edward J. Godby	May 10, 1912	May 10, 1912	1,200 00
Deputy	Vincent J. Golding	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	Charles Goodwater	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	Michael E. Griffin	Sept. 22, 1911	Sept. 22, 1911	1,200 00
Deputy	John F. Hagemeister	Mar. 2, 1911	Mar. 2, 1911	1,200 00
Deputy	William H. Hanson	Nov. 30, 1911	Nov. 30, 1911	1,200 00
Deputy	Charles S. Harvey	Sept. 26, 1911	Sept. 26, 1911	1,200 00
Deputy	John J. Herlihy	Sept. 13, 1911	Sept. 13, 1911	1,200 00
Deputy	Patrick C. Houlahan	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	Richard A. Hudson	Jan. 23, 1912	Jan. 23, 1912	1,200 00
Deputy	Joseph Jerge	June 1, 1912	June 1, 1912	1,200 00
Deputy	August John	Sept. 13, 1911	Sept. 13, 1911	1,200 00
Deputy	Lloyd F. Keleher	Oct. 13, 1905	Oct. 13, 1905	1,200 00
Deputy	Joseph M. Kelly	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	Thomas B. Keogh	May 1, 1911	May 1, 1911	1,200 00
Deputy	George F. Ketchum	Sept. 16, 1911	Sept. 16, 1911	1,200 00
Deputy	L. F. Kleehammer	Sept. 27, 1911	Sept. 27, 1911	1,200 00
Deputy	Michael Kohles	Sept. 27, 1911	Sept. 27, 1911	1,200 00
Deputy	William La Liberte	April 8, 1912	April 8, 1912	1,200 00
Deputy	Ralph E. Langston	Mar. 2, 1911	Mar. 2, 1911	1,200 00
Deputy	Daniel J. Leyden	Mar. 20, 1911	Mar. 20, 1911	1,200 00
Deputy	Thomas J. McAleer	Sept. 3, 1912	Sept. 3, 1912	1,200 00
Deputy	George McDermott	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	William E. McGinty	Mar. 16, 1911	Mar. 16, 1911	1,200 00
Deputy	George Macfarlane	Feb. 23, 1911	Feb. 23, 1911	1,200 00
Deputy	Jacob Matheis	Oct. 4, 1911	Oct. 4, 1911	1,200 00
Deputy	Joseph A. Masterson	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	John A. Mossel	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	Edward Moylan	Sept. 26, 1911	Sept. 26, 1911	1,200 00
Deputy	John P. Mullin	Dec. 2, 1912	Dec. 2, 1912	1,200 00
Deputy	Wm. H. Murphy	Sept. 22, 1911	Sept. 22, 1911	1,200 00
Deputy	John D. Nelligan	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	Frank V. Norton	April 11, 1912	April 11, 1912	1,200 00
Deputy	William A. Oakes	July 1, 1905	July 1, 1905	1,200 00
Deputy	Timothy I. O'Connell	Jan. 4, 1913	Jan. 4, 1913	1,200 00

SUPERINTENDENTS OF ELECTIONS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS — (*continued*)			
Deputy	George O'Connor	Mar. 1, 1911	Mar. 1, 1911	$1,200 00
Deputy	Daniel O'Keefe	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	William A. Patton	Sept. 27, 1911	Sept. 27, 1911	1,200 00
Deputy	Andrew D. Peloubet	Sept. 13, 1911	Sept. 13, 1911	1,200 00
Deputy	James Plunkett	Sept. 14, 1911	Sept. 14, 1911	1,200 00
Deputy	Jesse J. Powers	Sept. 13, 1911	Sept. 13, 1911	1,200 00
Deputy	John Re	Feb. 23, 1911	Feb. 23, 1911	1,200 00
Deputy	John C. Reed	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	Joseph B. Rider	Sept. 13, 1911	Sept. 13, 1911	1,200 00
Deputy	James C. Rossman	Sept. 22, 1911	Sept. 22, 1911	1,200 00
Deputy	J. William Sanbury	Sept. 26, 1911	Sept. 26, 1911	1,200 00
Deputy	Frank Schafer	Mar. 6, 1911	Mar. 6, 1911	1,200 00
Deputy	William J. Schmitt	Sept. 27, 1911	Sept. 27, 1911	1,200 00
Deputy	Henry T. Serf	Mar. 27, 1911	Mar. 27, 1911	1,200 00
Deputy	Friedolin F. Straub	Feb. 23, 1911	Feb. 23, 1911	1,200 00
Deputy	Laverne Thomas	Sept. 27, 1911	Sept. 27, 1911	1,200 00
Deputy	Henry Thompson	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	John Tugby	Oct. 4, 1911	Oct. 4, 1911	1,200 00
Deputy	Patrick J. Tummins	Sept. 13, 1911	Sept. 13, 1911	1,200 00
Deputy	Michael J. Walsh	Nov. 1, 1912	Nov. 1, 1912	1,200 00
Deputy	Charles S. Warren	Feb. 23, 1911	Feb. 23, 1911	1,200 00
Deputy	George Wass	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Deputy	Gilbert S. Woolworth	Sept. 22, 1911	Sept. 22, 1911	1,200 00
Deputy	Carmelo Amoruso	Mar. 16, 1911	Mar. 16, 1911	1,000 00
Deputy	William J. Anderson	Mar. 6, 1911	Mar. 6, 1911	1,000 00
Deputy	Patrick A. Bohen	Mar. 6, 1911	Mar. 6, 1911	1,000 00
Deputy	Benjamin J. Boyle	Sept. 26, 1911	Sept. 26, 1911	1,000 00
Deputy	Daniel P. Brophy	Feb. 24, 1911	Feb. 24, 1911	1,000 00

Deputy	Stephen W. Brown	Sept. 26, 1911	Sept. 26, 1911	1,000 00
Deputy	Michael F. Buckley	Oct. 12, 1911	Oct. 12, 1911	1,000 00
Deputy	Jay D. Burns	Oct. 10, 1911	Oct. 10, 1911	1,000 00
Deputy	Jacob B. Cohen	Mar. 1, 1911	Mar. 1, 1911	1,000 00
Deputy	Frank V. Conroy	Jan. 8, 1913	Jan. 8, 1913	1,000 00
Deputy	Thomas Costello	Feb. 23, 1911	Feb. 23, 1911	1,000 00
Deputy	Moses J. Daley	Sept. 26, 1911	Sept. 26, 1911	1,000 00
Deputy	Timothy Dempsey	April 17, 1911	April 17, 1911	1,000 00
Deputy	James M. English	Mar. 1, 1911	Mar. 1, 1911	1,000 00
Deputy	Charles H. Feeck	Sept. 13, 1911	Sept. 13, 1911	1,000 00
Deputy	Daniel J. Finn	Sept. 22, 1911	Sept. 22, 1911	1,000 00
Deputy	James P. Friery	Oct. 11, 1911	Oct. 11, 1911	1,000 00
Deputy	Matthew G. Fullum	Mar. 6, 1911	Mar. 6, 1911	1,000 00
Deputy	Thomas Hagmann	Mar. 6, 1911	Mar. 6, 1911	1,000 00
Deputy	Jacob Harris	Jan. 2, 1913	Jan. 2, 1913	1,000 00
Deputy	John H. Higman	Mar. 1, 1911	Mar. 1, 1911	1,000 00
Deputy	C. L. Hohmann	Sept. 27, 1911	Sept. 27, 1911	1,000 00
Deputy	Martin T. Honahan	Mar. 1, 1911	Mar. 1, 1911	1,000 00
Deputy	Edwin J. Hovey	Feb. 23, 1911	Feb. 23, 1911	1,000 00
Deputy	Joseph Kardos	Mar. 16, 1911	Mar. 16, 1911	1,000 00
Deputy	Fred Kiefer, Jr.	Sept. 26, 1911	Sept. 26, 1911	1,000 00
Deputy	William King	Mar. 1, 1911	Mar. 1, 1911	1,000 00
Deputy	John Loughran	Sept. 29, 1906	Sept. 29, 1906	1,000 00
Deputy	John A. Lucid	Sept. 27, 1911	Sept. 27, 1911	1,000 00
Deputy	Arthur J. Matthews	Mar. 6, 1911	Mar. 6, 1911	1,000 00
Deputy	John H. McCarthy	Sept. 13, 1911	Sept. 13, 1911	1,000 00
Deputy	William J. McCarty	Mar. 6, 1911	Mar. 6, 1911	1,000 00
Deputy	Michael A. Meagher	Sept. 13, 1911	Sept. 13, 1911	1,000 00
Deputy	William J. Meyerborg	Feb. 23, 1911	Feb. 23, 1911	1,000 00
Deputy	Andrew J. Murtha	Mar. 11, 1912	Mar. 11, 1912	1,000 00
Deputy	Joseph H. Murtha	Mar. 1, 1911	Mar. 1, 1911	1,000 00
Deputy	Gerard O'Brien	Sept. 22, 1911	Sept. 22, 1911	1,000 00
Deputy	James C. O'Brien	Mar. 2, 1911	Mar. 2, 1911	1,000 00
Deputy	Patrick M. Quirk	Sept. 27, 1911	Sept. 27, 1911	1,000 00
Deputy	Louis Ressler	Mar. 1, 1911	Mar. 1, 1911	1,000 00
Deputy	Samuel Salinger	Feb. 23, 1911	Feb. 23, 1911	1,000 00
Deputy	John H. Sawyer	Sept. 27, 1911	Sept. 27, 1911	1,000 00

SUPERINTENDENTS OF ELECTIONS — (*concluded*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS — (*continued*)			
Deputy	Joseph M. Schneider	June 1, 1908	June 1, 1908	$1,000 00
Deputy	John A. Smith	Mar. 20, 1911	Mar. 20, 1911	1,000 00
Deputy	Lawrence Smith	Sept. 13, 1911	Sept. 13, 1911	1,000 00
Deputy	John D. Sullivan	Mar. 2, 1911	Mar. 2, 1911	1,000 00
Deputy	Henry Thek	Mar. 6, 1911	Mar. 6, 1911	1,000 00
Deputy	Francis L. Thorne	Mar. 16, 1911	Mar. 16, 1911	1,000 00
Deputy	Frank C. Weil	Jan. 3, 1912	Jan. 3, 1912	1,000 00
Deputy	William H. Whyard	Sept. 26, 1911	Sept. 26, 1911	1,000 00
Deputy	Frank Cardone	April 17, 1911	April 17, 1911	900 00
Deputy	James F. Cavanagh	June 1, 1908	June 1, 1908	900 00
Deputy	James H. Clancy	April 13, 1912	April 13, 1912	900 00
Deputy	F. L. Conklin	Oct. 4, 1911	Oct. 4, 1911	900 00
Deputy	Sidney C. Drake	Sept. 27, 1911	Sept. 27, 1911	900 00
Deputy	James M. Dwyer	Sept. 27, 1911	Sept. 27, 1911	900 00
Deputy	Lewis H. Elliott	Sept. 26, 1911	Sept. 26, 1911	900 00
Deputy	Thomas J. Farrell	May 1, 1911	May 1, 1911	900 00
Deputy	John H. Fischer	April 1, 1911	April 1, 1911	900 00
Deputy	Frank Ford	Sept. 27, 1911	Sept. 27, 1911	900 00
Deputy	Fred F. Freeman	Sept. 16, 1911	Sept. 16, 1911	900 00
Deputy	William H. Hennessey	Oct. 26, 1911	Oct. 26, 1911	900 00
Deputy	Ferdinand G. Hulse	Sept. 27, 1911	Sept. 27, 1911	900 00
Deputy	Clarence M. Johnstone	Sept. 23, 1912	Sept. 23, 1912	900 00
Deputy	August Kempfer	Mar. 16, 1911	Mar. 16, 1911	900 00
Deputy	Francis W. Larkin	July 8, 1908	July 8, 1908	900 00
Deputy	Michael F. Mack	Sept. 26, 1911	Sept. 26, 1911	900 00
Deputy	John MacKenzie	Sept. 14, 1911	Sept. 14, 1911	900 00
Deputy	Thomas F. Martin	Sept. 19, 1911	Sept. 19, 1911	900 00
Deputy	Peter A. Mayers	Sept. 20, 1911	Sept. 20, 1911	900 00

Deputy	Frederick W. Mohnken	Mar. 16, 1911	Mar. 16, 1911	900 00
Deputy	Daniel Mulcahy	Mar. 11, 1912	Mar. 11, 1912	900 00
Deputy	Peter J. Muller	Mar. 6, 1911	Mar. 6, 1911	900 00
Deputy	Joseph O'Brien	Sept. 22, 1911	Sept. 22, 1911	900 00
Deputy	William O'Connell	April 17, 1911	April 17, 1911	900 00
Deputy	Thomas J. O'Connor	Sept. 13, 1911	Sept. 13, 1911	900 00
Deputy	William Phillips	June 1, 1911	June 1, 1911	900 00
Deputy	Thomas F. Reilly	Sept. 23, 1912	Sept. 23, 1912	900 00
Deputy	Albert M. Ritzmann	Feb. 2, 1912	Feb. 2, 1912	900 00
Deputy	Andrew M. Robinson	Mar. 2, 1911	Mar. 2, 1911	900 00
Deputy	Joseph H. Sabourin	Sept. 22, 1911	Sept. 22, 1911	900 00
Deputy	Hugh Smith	Oct. 4, 1911	Oct. 4, 1911	900 00
Deputy	Max Solomon	Mar. 16, 1911	Mar. 16, 1911	900 00
Deputy	James M. H. Wallace	Oct. 26, 1911	Oct. 26, 1911	900 00
Deputy	John E. Welch	Mar. 13, 1912	Mar. 13, 1912	900 00
Deputy	Rudolph Werring	April 17, 1911	April 17, 1911	900 00
Deputy	Cornelius J. Whigam	Sept. 1, 1905	Sept. 1, 1905	900 00
Deputy	Frank D. Whitney	Sept. 27, 1911	Sept. 27, 1911	900 00
Deputy	Cornelius L. Wood	Sept. 23, 1911	Sept. 23, 1911	900 00
Deputy	Wesley L. Young	Mar. 6, 1911	Mar. 6, 1911	900 00

BOARD OF EMBALMING EXAMINERS

UNCLASSIFIED SERVICE

President	Charles F. Moadinger, Jr.	Oct. 5, 1910	Oct. 5, 1910	.....
Examiner	James J. McLarney	.....	.....	.....
Examiner	Henry Sauerwein	.....	.....	.....
Examiner	Michael Donahue	.....	.....	.....
Secretary	William J. Phillips	Dec. 5, 1910	Dec. 5, 1910	.....

COMPETITIVE CLASS

Stenographer	Lillian Burns	Jan. 1, 1913	Jan. 1, 1913	$8 per week.

ENGINEER AND SURVEYOR

UNCLASSIFIED SERVICE

Engineer and surveyor	John A. Bensel	Jan. 1, 1911	Jan. 1, 1911	$8,000 00

ENGINEER AND SURVEYOR — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS			
Deputy state engineer	Arnold G. Chapman	Sept. 8, 1903	Oct. 1, 1912	$5,000 00
Special deputy state engineer	Alex E. Kastl	Jan. 23, 1911	Jan. 23, 1911	6,000 00
Confidential assistant	Thomas Hassett	Jan. 1, 1911	Jan. 1, 1911	4,000 00
Auditor and financial clerk	Francis R. Clair	Feb. 1, 1911	Feb. 1, 1911	3,000 00
Private secretary	B. J. McAllister	Mar. 1, 1911	Mar. 1, 1911	2,400 00
Confidential clerk and stenographer to state engineer	Vacancy	.....	.....	.....
Division engineer, eastern division	Edward J. Govern	Feb. 2, 1911	Feb. 2, 1911	4,200 00
Division engineer, western division	Dwight B. La Du	June 20, 1900	Jan. 1, 1912	4,200 00
Division engineer, middle division	Edwin Styring	Jan. 24, 1904	Feb. 14, 1911	4,200 00
Cashier, eastern division	Hugh Reilly	April 27, 1911	April 27, 1911	1,800 00
Cashier, western division	Joseph H. Washburn	Feb. 23, 1912	Feb. 23, 1912	1,800 00
Cashier, middle division	John Scanlon	Mar. 1, 1911	Mar. 1, 1911	1,800 00
Terminal division engineer	Carleton Greene	Feb. 1, 1911	Jan. 15, 1912	4,000 00
Terminal division engineer	Guy L. Noble	Feb. 6, 1912	Feb. 6, 1912	4,000 00
Terminal division engineer	Vacancy	.....	.....	.....
Terminal division engineer	Vacancy	.....	.....	.....
Confidential stenographer (eastern division)	Dora Hamilton	July 16, 1911	July 16, 1911	1,500 00
Confidential stenographer (western division)	Arthur B. Dewey	July 10, 1911	July 10, 1911	1,500 00
Confidential stenographer (middle division)	James J. Neville	Nov. 1, 1911	Nov. 1, 1911	2,400 00
	COMPETITIVE CLASS			
Terminal engineer	John A. O'Connor	Dec. 1, 1896	Jan. 1, 1912	6,000 00
Special resident engineer	H. D. Alexander	Jan. 25, 1896	July 1, 1911	4,800 00
Resident engineer	Noble E. Whitford	Jan. 13, 1896	June 1, 1905	3,000 00
Resident engineer	E. J. Pickwick	June 26, 1905	Nov. 1, 1907	3,000 00
Resident engineer	James Burden	June 10, 1904	Nov. 1, 1907	3,000 00
Resident engineer	Philip H. Dater	June 21, 1899	Dec. 1, 1906	3,000 00
Resident engineer	R. S. Greenman	Dec. 1, 1896	Nov. 1, 1907	3,000 00

Resident engineer	L. C. Hulburd	June 26, 1905	Nov. 1, 1907	3,000 00
Resident engineer	Theron M. Ripley	Aug. 14, 1905	Nov. 1, 1907	3,000 00
Resident engineer	F. P. Williams	June 20, 1904	June 1, 1906	3,000 00
Resident engineer	Chas. J. McDonough	Sept. 12, 1904	April 1, 1910	3,000 00
Resident engineer	Guy Moulton	Nov. 11, 1897	Dec. 28, 1910	3,000 00
Resident engineer	Earl Talbot	Feb. 1, 1911	Feb. 1, 1911	3,000 00
Resident engineer	E. A. Lamb	Mar. 16, 1903	June 1, 1906	3,000 00
Resident engineer	C. H. McCullock	May 19, 1900	Nov. 1, 1907	3,000 00
Resident engineer	Edwin V. R. Payne	Dec. 13, 1896	June 1, 1906	3,000 00
Resident engineer	Waldo G. Wildes	May 7, 1903	April 1, 1910	3,000 00
Resident engineer	D. C. Wedgeworth	June 27, 1904	June 1, 1910	3,000 00
Resident engineer	H. O. Schermerhorn	May 16, 1904	April 1, 1910	3,000 00
Resident engineer	Ernest D. Hendricks	Aug. 15, 1906	Sept. 22, 1910	3,000 00
Resident engineer	L. S. Hulburd	June 14, 1904	Sept. 22, 1910	3,000 00
Resident engineer	A. E. Steere	Aug. 29, 1905	Sept. 22, 1910	3,000 00
Resident engineer	L. D. Brownell	Aug. 1, 1904	Jan. 15, 1912	3,000 00
Resident engineer	Louis A. Burns	Sept. 20, 1905	Jan. 15, 1912	3,000 00
Resident engineer	George C. Andrews	Aug. 1, 1906	June 1, 1912	3,000 00
Resident engineer	Sherman W. Belding	June 1, 1902	Jan. 4, 1912	3,000 00
Resident engineer	E. J. Berry	Aug. 2, 1892	Nov. 1, 1911	3,000 00
Resident engineer	J. V. Hogan	June 19, 1908	Sept. 9, 1912	3,000 00
Resident engineer	H. D. Miller	May 20, 1907	Jan. 1, 1912	3,000 00
Resident engineer	H. J. Morrison	July 11, 1912	July 11, 1912	3,000 00
Resident engineer	G. W. Stickney	Dec. 21, 1903	July 1, 1912	3,000 00
Resident engineer	B. E. Failing	May 21, 1904	Aug. 16, 1905	3,000 00
Resident engineer	Winslow B. Watson	April 14, 1904	Oct. 16, 1912	2,700 00
Resident engineer	Oscar F. Bellows	April 1, 1906	Nov. 1, 1907	2,700 00
Resident engineer	G. I. Oakley	Aug. 1, 1905	Sept. 1, 1912	2,700 00
Supervising engineer	G. F. Stickney	Oct. 20, 1905	May 14, 1908	5,000 00
Supervising engineer	W. H. Yates	May 3, 1911	May 3, 1911	4,800 00
Supervising engineer	John R. Baxter	Jan. 15, 1912	Jan. 15, 1912	3,000 00
Supervising engineer	H. J. Knoppel	Jan. 15, 1912	Jan. 15, 1912	3,000 00
Civil engineer of grade crossings	A. W. Conner	May 22, 1908	Feb. 1, 1912	2,112 00
Expert	C. C. Egbert	Mar. 4, 1909	Mar. 4, 1909	$20 per day.
Title maker	F. M. Hill	Mar. 16, 1906	Mar. 16, 1906	$1,560 00
Electrical inspector	Clarence G. Hadley	Oct. 17, 1910	Oct. 17, 1910	2,100 00
Inspector of masonry	E. V. Allendorph	Oct. 23, 1905	June 13, 1907	$5 00 per day.

ENGINEER AND SURVEYOR — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Inspector of masonry	William W. Barclay	July 29, 1907	July 29, 1907	$5 00 per day.
Inspector of masonry	M. Stanley Bierce	Sept. 18, 1903	April 4, 1908	5 00 per day.
Inspector of masonry	Leo W. Donnelly	April 8, 1908	April 8, 1908	5 00 per day.
Inspector of masonry	Willis N. Dutcher	Aug. 12, 1907	Aug. 12, 1907	5 00 per day.
Inspector of masonry	William J. Kelly	April 10, 1908	April 10, 1908	5 00 per day.
Inspector of masonry	Fred B. Kraft	April 6, 1904	July 1, 1908	5 00 per day.
Inspector of masonry	William P. Lynch	Aug. 25, 1908	Aug. 25, 1908	5 00 per day.
Inspector of masonry	S. Y. MacGregor	July 7, 1908	July 7, 1908	5 00 per day.
Inspector of masonry	Thomas M. Oliver	April 7, 1908	April 7, 1908	5 00 per day.
Inspector of masonry	James Sim	June 14, 1907	June 14, 1907	5 00 per day.
Inspector of masonry	Charles W. Diefendorf	Sept. 18, 1911	Sept. 18, 1911	5 00 per day.
Inspector of masonry	John A. Cahalin	July 13, 1908	July 13, 1908	5 00 per day.
Inspector of masonry	Henry B. Finan	June 11, 1908	June 11, 1908	5 00 per day.
Inspector of masonry	A. H. Hallenbeck	Dec. 5, 1907	May 1, 1908	5 00 per day.
Inspector of masonry	W. H. Klinkhart	July 15, 1907	July 15, 1907	5 00 per day.
Inspector of masonry	Charles M. Leet	Nov. 4, 1907	Nov. 4, 1907	5 00 per day.
Inspector of masonry	William A. Walter	July 29, 1907	July 29, 1907	5 00 per day.
Inspector of masonry	F. G. Tilton	April 6, 1908	May 7, 1908	5 00 per day.
Inspector of masonry	John M. Taylor	Sept. 3, 1907	Sept. 3, 1907	5 00 per day.
Inspector of masonry	G. M. Harrer	Dec. 3, 1906	July 1, 1907	5 00 per day.
Inspector of masonry	Thomas McMorrow	April 6, 1908	April 6, 1908	5 00 per day.
Inspector of masonry	Edwin L. Wick	Aug. 24, 1908	Aug. 24, 1908	5 00 per day.
Inspector of masonry	James O. Donnelly	June 20, 1910	June 20, 1910	4 50 per day.
Inspector of masonry	William M. Griffith	April 6, 1908	April 15, 1912	4 00 per day.
Inspector of masonry	Louis H. Brandt	April 27, 1908	Aug. 8, 1912	3 50 per day.
Inspector of masonry	Albert W. Balliett	April 28, 1908	Aug. 8, 1912	3 50 per day.
Inspector of masonry	Mortimer D. Case	May 10, 1912	May 10, 1912	3 50 per day.
Inspector of masonry	Frank De Vall	Aug. 12, 1912	Aug. 12, 1912	3 50 per day.

Inspector of masonry	H. B. Failing	July 25, 1912	July 25, 1912	3 50 per day.
Inspector of masonry	William K. Smith	April 26, 1909	Sept. 5, 1912	3 50 per day.
Inspector of masonry	Charles B. Herring	Aug. 19, 1912	Aug. 19, 1912	3 50 per day.
Inspector of masonry	S. A. Miller	April 22, 1908	Oct. 25, 1912	3 50 per day.
Inspector of masonry	Robert W. Scott	Oct. 22, 1907	Aug. 8, 1912	3 50 per day.
Inspector of public works	A. M. Wait	Jan. 14, 1898	April 11, 1906	5 00 per day.
Inspector of public works	Alfred Evans	Jan. 5, 1897	Sept. 21, 1911	5 00 per day.
Foreman of public works	E. H. Wetsel	Oct. 17, 1903	Dec. 1, 1905	5 00 per day.
Foreman of borings	H. Kramer	Mar. 1, 1908	Mar. 1, 1908	5 00 per day.
Foreman of borings	Thomas B. Bowers	May 5, 1908	May 5, 1908	4 50 per day.
Foreman of borings	John J. McManus	Sept. 2, 1911	Sept. 2, 1911	4 50 per day.
Foreman of borings	H. W. Stoneburgh	Sept. 1, 1904	Sept. 1, 1904	4 00 per day.
Foreman of borings	Fred H. Palmer	May 4, 1905	May 4, 1905	4 00 per day.
Bridge designer	C. H. Wood	Mar. 1, 1908	Mar. 1, 1908	$2,400 00
Bridge designer	Arthur G. Hayden	April 4, 1904	Mar. 1, 1908	2,400 00
Bridge designer	H. E. Brainard	Dec. 23, 1907	Dec. 23, 1907	2,400 00
Bridge designer	E. A. Brainard	Mar. 1, 1904	Mar. 1, 1904	2,400 00
Bridge designer	J. M. C. Quarles de Quarles	Mar. 2, 1910	Mar. 2, 1910	2,400 00
Bridge designer	J. C. Podmore	Oct. 15, 1906	Dec. 2, 1907	2,100 00
Bridge designer	Hugo J. Scheuermann	May 17, 1904	May 17, 1904	2,100 00
Bridge designer	J. C. Green	July 14, 1906	July 14, 1906	2,100 00
Bridge designer	Jules L. Bradford	June 24, 1912	June 24, 1912	2,100 00
Bridge designer	J. E. Tonnelier	Sept. 20, 1911	Sept. 20, 1911	1,800 00
Bridge designer	L. C. West	Sept. 1, 1911	Sept. 1, 1911	1,800 00
Bridge designer	Edward G. Semon	June 25, 1902	June 1, 1907	1,800 00
Bridge designer	Henry Auerbach	July 15, 1912	July 15, 1912	1,800 00
Bridge designer	Horace Corbin	Aug. 1, 1912	Aug. 1, 1912	1,800 00
Bridge designer	Frank A. Hermans	Feb. 19, 1912	Feb. 19, 1912	1,800 00
Bridge designer	Walter S. McDowell	July 9, 1912	July 9, 1912	1,800 00
Engineering draftsman	C. D. Burrus	Feb. 15, 1896	Feb. 15, 1896	$6 00 per day.
Engineering draftsman	Charles J. Alber	Jan. 6, 1908	Jan. 6, 1908	5 00 per day.
Engineering draftsman	Henry A. J. Castor	Mar. 23, 1908	Mar. 23, 1908	5 00 per day.
Engineering draftsman	A. B. Chappell	Sept. 6, 1902	April 1, 1907	5 00 per day.
Engineering draftsman	Daniel E. Damon	April 8, 1907	April 8, 1907	5 00 per day.
Engineering draftsman	Charles R. Zorsch	Aug. 13, 1906	Aug. 13, 1906	5 00 per day.
Engineering draftsman	J. A. Galvin	Dec. 10, 1903	Aug. 6, 1906	5 00 per day.
Engineering draftsman	E. C. Hackett	Aug. 20, 1906	April 1, 1907	5 00 per day.

ENGINEER AND SURVEYOR — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Engineering draftsman	F. B. Holmes	Aug. 6, 1906	Aug. 6, 1906	$5 00 per day.
Engineering draftsman	Carl F. Hopstein	June 26, 1899	April 1, 1908	5 00 per day.
Engineering draftsman	Earl L. Keeler	Sept. 1, 1902	May 16, 1910	5 00 per day.
Engineering draftsman	John H. McCormick, Jr.	Feb. 8, 1904	Mar. 18, 1908	5 00 per day.
Engineering draftsman	W. J. Picard	Dec. 14, 1903	Aug. 6, 1906	5 00 per day.
Engineering draftsman	H. Clyde Roe	April 1, 1907	April 1, 1907	5 00 per day.
Engineering draftsman	Leo B. Westfall	Sept. 4, 1906	Dec. 13, 1907	5 00 per day.
Engineering draftsman	William H. Dernell	Jan. 3, 1908	Jan. 3, 1908	5 00 per day.
Engineering draftsman	Robert M. Fraser	May 14, 1906	Mar. 8, 1907	5 00 per day.
Engineering draftsman	John E. Hall	Oct. 17, 1907	Mar. 19, 1908	5 00 per day.
Engineering draftsman	Harry Kehoe	July 21, 1908	July 21, 1908	5 00 per day.
Engineering draftsman	George D. Meer	June 5, 1907	June 5, 1907	5 00 per day.
Engineering draftsman	J. H. Stevens	Oct. 16, 1908	Jan. 30, 1909	5 00 per day.
Engineering draftsman	H. H. Stickney, Jr.	Oct. 12, 1906	Oct. 12, 1906	5 00 per day.
Engineering draftsman	G. L. Schillner	Jan. 20, 1896	Jan. 20, 1896	5 00 per day.
Engineering draftsman	Harry L. Clark	Nov. 7, 1906	Nov. 1, 1910	5 00 per day.
Engineering draftsman	S. T. Vosburgh	April 1, 1907	May 1, 1910	5 00 per day.
Engineering draftsman	Tracy B. Smith	Feb. 28, 1896	July 18, 1904	5 00 per day.
Engineering draftsman	Charles G. Lamphere	July 1, 1907	Oct. 1, 1911	4 50 per day.
Engineering draftsman	A. O. Peabody	Feb. 13, 1912	Feb. 13, 1912	4 50 per day.
Engineering draftsman	Fred E. Gillen	Sept. 4, 1906	Oct. 1, 1911	4 00 per day.
Engineering draftsman	E. M. Weiscotton	Sept. 19, 1911	Sept. 19, 1911	4 00 per day.
Engineering draftsman	H. W. Henderson	Sept. 6, 1912	Sept. 6, 1912	4 00 per day.
Engineering draftsman	Ralph B. Allen	Oct. 26, 1909	Sept. 1, 1912	4 00 per day.
Engineering draftsman	Harold W. Baker	May 7, 1912	Sept. 19, 1912	4 00 per day.
Engineering draftsman	Harold M. Cox	Sept. 11, 1912	Sept. 11, 1912	4 00 per day.
Engineering draftsman	Charles Messina	June 29, 1909	Sept. 1, 1912	4 00 per day.
Engineering draftsman	Jerry J. Ryan	April 5, 1910	Sept. 1, 1912	4 00 per day.

Mechanical engineer and draftsman	Francis E. Blake	April 11, 1904	April 11, 1904	$2,400 00
Mechanical draftsman	C. P. Wieveke	April 20, 1908	April 20, 1908	1,500 00
Bridge draftsman	John M. Angus	Nov. 9, 1908	Nov. 9, 1908	1,500 00
Bridge draftsman	S. Cohen	Oct. 3, 1911	July 8, 1912	1,500 00
Bridge draftsman	William M. Smelo	July 19, 1912	July 19, 1912	1,500 00
Bridge draftsman	John F. Blaise	July 27, 1909	July 27, 1909	1,500 00
Bridge draftsman	Charles E. Quimby	June 28, 1909	June 28, 1909	1,500 00
Bridge draftsman	Albert C. Miller	July 18, 1908	July 18, 1908	1,200 00
Bridge draftsman	Elnathan E. Briggs	May 7, 1906	May 7, 1906	1,200 00
Junior bridge draftsman	Abram Bluestone, Jr.	July 1, 1912	July 1, 1912	900 00
Junior bridge draftsman	Arthur E. Green	July 13, 1912	July 13, 1912	900 00
Junior bridge draftsman	Carl A. Huhne	Aug. 5, 1912	Aug. 5, 1912	900 00
Movable dam tender	Joseph J. Murphy	Sept. 11, 1911	Sept. 11, 1911	1,200 00
Movable dam tender	James Breslin	April 24, 1912	April 24, 1912	1,200 00
Movable dam tender	Henry E. Jordan	April 27, 1912	April 27, 1912	1,200 00
Movable dam tender	Frank McWenie	Aug. 8, 1912	Aug. 8, 1912	1,200 00
Movable dam tender	Thomas Vaughn	May 8, 1912	May 8, 1912	1,200 00
Architectural draftsman	John J. Cosgrave	Oct. 25, 1888	July 6, 1908	1,800 00
Tracer	William J. Burns	April 10, 1908	April 10, 1908	1,000 00
Tracer	J. H. Forth	June 1, 1908	June 1, 1908	1,000 00
Tracer	Bernard Gazier	Jan. 1, 1908	Jan. 1, 1908	1,000 00
Tracer	Charles T. Kniskern	June 16, 1908	June 16, 1908	1,000 00
Tracer	Philip R. Murray	June 4, 1908	June 4, 1908	1,000 00
Tracer	Ivan L. Stalker	Oct. 22, 1907	Oct. 22, 1907	1,000 00
Tracer	Leroy Bamer	April 6, 1908	May 16, 1910	1,000 00
Tracer	James G. Allan	Feb. 21, 1910	Feb. 21, 1910	1,000 00
Tracer	William J. Henk	May 10, 1910	May 10, 1910	1,000 00
Tracer	Wm. J. Bell	Oct. 1, 1912	Oct. 1, 1912	720 00
Tracer	A. J. Griffin	Aug. 15, 1912	Aug. 15, 1912	720 00
Tracer	Charles S. Cooper	Oct. 1, 1912	Oct. 1, 1912	720 00
Tracer	Andrew Dardis	Nov. 1, 1912	Nov. 1, 1912	720 00
Tracer	Charles J. Hall	Sept. 3, 1912	Sept. 3, 1912	720 00
Tracer	Reuben Ruderman	Sept. 23, 1912	Sept. 23, 1912	720 00
Assistant engineer	Edward Auderberg	May 8, 1905	July 1, 1906	$7 00 per day.
Assistant engineer	Elias H. Anderson	Mar. 10, 1906	June 6, 1908	7 00 per day.
Assistant engineer	Carl Ashley,	Aug. 21, 1905	Aug. 1, 1906	7 00 per day.
Assistant engineer	C. L. Baldwin	June 5, 1906	Dec. 15, 1910	7 00 per day.

ENGINEER AND SURVEYOR — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Assistant engineer	L. Bartlett	July 16, 1906	April 1, 1907	$7 00 per day.
Assistant engineer	James C. Bell	Sept. 8, 1903	Oct. 1, 1907	7 00 per day.
Assistant engineer	Sidney R. Bellows	April 14, 1908	Jan. 15, 1912	7 00 per day.
Assistant engineer	W. C. Benedict	Oct. 29, 1906	Nov. 1, 1909	7 00 per day.
Assistant engineer	F. S. Crowell	Mar. 2, 1908	Mar. 2, 1908	7 00 per day.
Assistant engineer	Clark Brown	Jan. 18, 1897	Mar. 17, 1902	7 00 per day.
Assistant engineer	Charles R. Chase	May 22, 1905	July 1, 1906	7 00 per day.
Assistant engineer	C. A. Curtis	Oct. 2, 1905	Feb. 1, 1908	7 00 per day.
Assistant engineer	D. H. Daley	July 2, 1906	June 6, 1908	7 00 per day.
Assistant engineer	Daniel B. Donovan	Aug. 1, 1905	May 1, 1906	7 00 per day.
Assistant engineer	Fred M. Eames	Nov. 20, 1899	April 1, 1906	7 00 per day.
Assistant engineer	Edward M. Ellis	July 13, 1904	Feb. 1, 1908	7 00 per day.
Assistant engineer	R. G. Finch	Jan. 23, 1908	June 6, 1908	7 00 per day.
Assistant engineer	G. Edward Gibson	May 30, 1904	May 1, 1906	7 00 per day.
Assistant engineer	George H. Haley	May 14, 1906	June 1, 1907	7 00 per day.
Assistant engineer	Edwin Hilborn	April 11, 1904	April 11, 1904	7 00 per day.
Assistant engineer	Lewis T. Howard	Sept. 1, 1904	Aug. 1, 1906	7 00 per day.
Assistant engineer	W. T. Huber	July 16, 1906	Dec. 15, 1910	7 00 per day.
Assistant engineer	M. Earl James	April 14, 1904	Aug. 1, 1906	7 00 per day.
Assistant engineer	Homer C. Kline	July 24, 1905	Mar. 1, 1906	7 00 per day.
Assistant engineer	David R. Lee	July 16, 1906	April 1, 1911	7 00 per day.
Assistant engineer	Isaac S. Matlaw	June 17, 1904	Oct. 1, 1907	7 00 per day.
Assistant engineer	Robert H. Merrill	July 28, 1905	Mar. 1, 1906	7 00 per day.
Assistant engineer	C. D. Murray	July 11, 1906	Dec. 1, 1909	7 00 per day.
Assistant engineer	John P. Newton	July 24, 1905	Mar. 1, 1906	7 00 per day.
Assistant engineer	R. E. Phillips	Sept. 11, 1902	May 1, 1906	7 00 per day.
Assistant engineer	Ernest G. Raynor	May 4, 1904	Mar. 15, 1906	7 00 per day.
Assistant engineer	A. C. Richards	Aug. 1, 1906	June 1, 1907	7 00 per day.

Assistant engineer	W. H. Slingerland, Jr	Nov. 10, 1905	June 1, 1907	7 00 per day.
Assistant engineer	Rupert Sturtevant	Mar. 5, 1906	July 1, 1911	7 00 per day.
Assistant engineer	J. S. Summers	Mar. 26, 1906	June 1, 1907	7 00 per day.
Assistant engineer	Thomas R. Tetley, Jr	Aug. 30, 1904	Aug. 9, 1911	7 00 per day.
Assistant engineer	William A. Treadwell	Jan. 2, 1908	Jan. 8, 1912	7 00 per day.
Ass stant engineer	G. G. Underhill	July 15, 1904	July 15, 1904	7 00 per day.
Assistant engineer	C. R. Waters	May 7, 1907	Dec. 15, 1910	7 00 per day.
Assistant engineer	Harry A. Weekes	Aug. 18, 1905	July 1, 1906	7 00 per day.
Assistant engineer	W. J. Weigman	Aug. 15, 1905	June 5, 1908	7 00 per day.
Assistant engineer	Arthur S. Whitbeck	Sept. 11, 1906	Sept. 11, 1906	7 00 per day.
Assistant engineer	Fred J. Wilbur	May 7, 1906	May 7, 1906	7 00 per day.
Assistant engineer	Maurice W. Williams	Feb. 14, 1906	April 1, 1907	7 00 per day.
Assistant engineer	A. George Austin	Sept. 14, 1905	June 1, 1907	6 00 per day.
Assistant engineer	C. L. Bannister	June 20, 1904	June 20, 1904	6 00 per day.
Assistant engineer	Richard N. Barrett	June 4, 1907	May 23, 1912	6 00 per day.
Assistant engineer	Daniel E. Bellows	Aug. 7, 1905	May 1, 1906	6 00 per day.
Assistant engineer	Harold W. Benedict	Nov. 1, 1906	June 1, 1907	6 00 per day.
Assistant engineer	George H. Briggs	April 20, 1908	April 20, 1908	6 00 per day.
Assistant engineer	H. H. Brown	Sept. 7, 1907	June 13, 1912	6 00 per day.
Assistant engineer	P. H. Budd	June 27, 1907	May 9, 1912	6 00 per day.
Assistant engineer	O. L. Burdett	July 1, 1908	July 1, 1908	6 00 per day.
Assistant engineer	J. L. Bush	July 28, 1910	Jan. 15, 1912	6 00 per day.
Assistant engineer	Reed W. Cady	June 12, 1907	April 1, 1910	6 00 per day.
Assistant engineer	W. L. Caler	Mar. 30, 1908	June 1, 1911	6 00 per day.
Assistant engineer	Albert G. Card	Oct. 8, 1906	June 1, 1911	6 00 per day.
Assistant engineer	Charles W. G. Costello	May 16, 1900	Jan. 16, 1908	6 00 per day.
Assistant engineer	F. B. Crocker	June 25, 1906	Nov. 1, 1910	6 00 per day.
Assistant engineer	W. J. Durkan	July 16, 1906	Feb. 1, 1908	6 00 per day.
Assistant engineer	Gordon Edson	Oct. 7, 1907	June 1, 1911	6 00 per day.
Assistant engineer	C. E. Elmendorf	June 16, 1908	June 1, 1911	6 00 per day.
Assistant engineer	Lewis G. Fisher	Nov. 11, 1897	Mar. 1, 1906	6 00 per day.
Assistant engineer	Herbert A. Gehring	June 10, 1908	June 10, 1908	6 00 per day.
Assistant engineer	Robert C. Georger	April 7, 1908	Jan. 3, 1912	6 00 per day.
Assistant engineer	Ralph G. Gibson	April 5, 1907	May 9, 1912	6 00 per day.
Assistant engineer	Maurice W. Grimes	April 8, 1908	Dec. 15, 1910	6 00 per day.
Assistant engineer	L. Lee Hadley	June 1, 1908	June 12, 1912	6 00 per day.
Assistant engineer	H. W. Hale	Feb. 3, 1908	June 6, 1908	6 00 per day.

ENGINEER AND SURVEYOR — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Assistant engineer	Bertram I. Hall	July 6, 1908	July 6, 1908	$6 00 per day.
Assistant engineer	Frederick B. Hall	Sept. 24, 1907	June 21, 1912	6 00 per day.
Assistant engineer	Ford W. Harris	Feb. 4, 1908	July 26, 1911	6 00 per day.
Assistant engineer	Oscar Hasbrouck	Sept. 25, 1905	Aug. 10, 1910	6 00 per day.
Assistant engineer	Ralph D. Hayes	Sept. 1, 1904	April 1, 1907	6 00 per day.
Assistant engineer	Chester L. Hayward	April 13, 1908	Jan. 3, 1912	6 00 per day.
Assistant engineer	Royden L. Holt	April 8, 1907	April 8, 1907	6 00 per day.
Assistant engineer	George D. Kellogg	June 24, 1907	June 5, 1908	6 00 per day.
Assistant engineer	Ernest E. Kendall	June 22, 1908	June 22, 1908	6 00 per day.
Assistant engineer	Barclay T. Kenyon	April 16, 1908	May 9, 1912	6 00 per day.
Assistant engineer	Fred C. Koerner	Aug. 17, 1906	Mar. 1, 1908	6 00 per day.
Assistant engineer	Chester A. Lansing	June 18, 1908	May 22, 1912	6 00 per day.
Assistant engineer	Otis F. Lewis	June 10, 1905	Sept. 1, 1907	6 00 per day.
Assistant engineer	John McBride	Aug. 5, 1907	June 1, 1912	6 00 per day.
Assistant engineer	Francis W. Madigan	June 22, 1907	June 1, 1911	6 00 per day.
Assistant engineer	James B. Maguire	May 9, 1906	July 1, 1906	6 00 per day.
Assistant engineer	Frank T. Marsh	April 20, 1903	April 20, 1903	6 00 per day.
Assistant engineer	Harold N. Metzger	Mar. 14, 1908	June 1, 1911	6 00 per day.
Assistant engineer	Arthur S. Milinowski	April 1, 1907	Mar. 18, 1908	6 00 per day.
Assistant engineer	Charles W. Morris, Jr	May 9, 1906	April 1, 1907	6 00 per day.
Assistant engineer	A. R. Morse	July 2, 1907	May 9, 1912	6 00 per day.
Assistant engineer	E. P. Neuschwander	May 16, 1908	May 16, 1908	6 00 per day.
Assistant engineer	E. C. Olcott	June 6, 1906	June 1, 1907	6 00 per day.
Assistant engineer	Henry J. O'Neill	April 9, 1907	June 20, 1910	6 00 per day.
Assistant engineer	Daniel W. Overocker	Jan. 3, 1908	July 1, 1911	6 00 per day.
Assistant engineer	J. G. Palmer	June 5, 1908	June 5, 1908	6 00 per day.
Assistant engineer	Charles G. Ranney	Mar. 26, 1904	Dec. 15, 1910	6 00 per day.
Assistant engineer	B. W. Rosekrans	Mar. 4, 1904	July 1, 1906	6 00 per day.

Assistant engineer	Wilbur S. Saxton	June 21, 1907	June 1, 1911	6 00 per day.
Assistant engineer	R. K. Shelden	Sept. 16, 1907	June 1, 1911	6 00 per day.
Assistant engineer	A. W. Smith	Feb. 23, 1904	May 24, 1912	6 00 per day.
Assistant engineer	H. C. Smith	July 30, 1906	June 6, 1908	6 00 per day.
Assistant engineer	Homer S. Sparr	June 8, 1909	May 9, 1912	6 00 per day.
Assistant engineer	E. G. Speyer	June 1, 1910	Feb. 3, 1912	6 00 per day.
Assistant engineer	R. Stuart	April 5, 1907	April 1, 1909	6 00 per day.
Assistant engineer	S. M. Stuart	April 3, 1908	June 1, 1912	6 00 per day.
Assistant engineer	Thomas L. Watkins	June 4, 1906	Nov. 15, 1911	6 00 per day.
Assistant engineer	Edward W. Wendell	April 16, 1908	June 20, 1910	6 00 per day.
Assistant engineer	John B. Whipple	Feb. 10, 1908	June 1, 1911	6 00 per day.
Assistant engineer	D. E. Whitford	Nov. 7, 1894	April 24, 1899	6 00 per day.
Assistant engineer	H. R. Wickham	Jan. 6, 1908	June 6, 1908	6 00 per day.
Assistant engineer	D. H. Judson	April 20, 1908	June 1, 1911	5 50 per day.
Assistant engineer	Irvin S. Badger	April 15, 1908	May 12, 1912	5 00 per day.
Assistant engineer	Thomas S. Bailey	June 16, 1908	May 22, 1912	5 00 per day.
Assistant engineer	William C. Bratton	May 1, 1908	Sept. 10, 1912	5 00 per day.
Assistant engineer	Sampson Brettheimer	Oct. 10, 1910	July 8, 1912	5 00 per day.
Assistant engineer	Robert D. Cameron	Oct. 10, 1910	May 9, 1912	5 00 per day.
Assistant engineer	C. R. De Graff	Nov. 1, 1904	May 22, 1912	5 00 per day.
Assistant engineer	Frank H. Flint	July 10, 1906	May 12, 1912	5 00 per day.
Assistant engineer	James B. Foote	Aug. 21, 1905	May 9, 1912	5 00 per day.
Assistant engineer	Ely Gamse	June 7, 1909	May 18, 1912	5 00 per day.
Assistant engineer	George S. Haight	Mar. 24, 1908	May 23, 1912	5 00 per day.
Assistant engineer	Thomas R. Hazlum	July 1, 1912	July 1, 1912	5 00 per day.
Assistant engineer	R. C. Hunter	June 1, 1912	June 1, 1912	5 00 per day.
Assistant engineer	F. T. Lawton	June 28, 1911	May 9, 1912	5 00 per day.
Assistant engineer	David J. Levison	June 23, 1908	June 1, 1912	5 00 per day.
Assistant engineer	Angelo P. Mussi	July 1, 1908	June 1, 1912	5 00 per day.
Assistant engineer	John A. O'Donnell	Aug. 1, 1904	May 9, 1912	5 00 per day.
Assistant engineer	Arthur C. Perkins	June 10, 1902	June 1, 1909	5 00 per day.
Assistant engineer	Solomon Reswick	Sept. 2, 1912	Sept. 2, 1912	5 00 per day.
Assistant engineer	Daniel B. Sayer	July 1, 1912	July 1, 1912	5 00 per day.
Assistant engineer	Walter F. Shaw	April 4, 1910	May 9, 1912	5 00 per day.
Assistant engineer	Reynold W. Smith	April 20, 1908	May 9, 1912	5 00 per day.
Assistant engineer	Jay L. Southworth	Nov. 6, 1907	May 21, 1912	5 00 per day.
Assistant engineer	Charles H. Swick	Sept. 23, 1909	May 12, 1912	5 00 per day.

ENGINEER AND SURVEYOR — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Assistant engineer	R. E. Swinney	June 26, 1907	May 9, 1912	$5 00 per day.
Assistant engineer	Harry S. Sylvester	Dec. 1, 1909	Aug. 10, 1911	5 00 per day.
Assistant engineer	Stanley R. Tighe	Aug. 3, 1906	May 9, 1912	5 00 per day.
Assistant engineer	W. Earle Weller	June 5, 1912	June 5, 1912	5 00 per day.
Leveler	W. R. Abbott	June 15, 1908	Sept. 1, 1910	5 00 per day.
Leveler	Percy L. Arnold	Jan. 3, 1908	Dec. 15, 1910	5 00 per day.
Leveler	Jesse F. Back	May 4, 1910	Mar. 1, 1912	5 00 per day.
Leveler	Clinton J. Bean	Jan. 13, 1896	Dec. 1, 1909	5 00 per day.
Leveler	Jacob Bendel	May 13, 1910	Oct. 1, 1911	5 00 per day.
Leveler	Harold Bills	July 6, 1908	Aug. 10, 1911	5 00 per day.
Leveler	William Waldo Brown	June 10, 1909	July 1, 1911	5 00 per day.
Leveler	Edmund J. Clohessy	June 16, 1910	Aug. 10, 1911	5 00 per day.
Leveler	Norman E. Cottrell	May 18, 1909	Sept. 1, 1910	5 00 per day.
Leveler	Wayland Dickens	June 4, 1910	Mar. 1, 1912	5 00 per day.
Leveler	Frank J. Doerhoefer	June 17, 1907	July 1, 1911	5 00 per day.
Leveler	Edmund A. Dollard	Sept. 10, 1907	Dec. 1, 1909	5 00 per day.
Leveler	Charles Donahue	Sept. 18, 1907	Sept. 18, 1907	5 00 per day.
Leveler	John B. Doughty	Aug. 1, 1911	Oct. 9, 1911	5 00 per day.
Leveler	John B. Doyle	Jan. 13, 1908	July 15, 1911	5 00 per day.
Leveler	Ralph E. Drake	Nov. 25, 1907	Aug. 23, 1910	5 00 per day.
Leveler	M. D. Ewell	Oct. 1, 1907	June 16, 1908	5 00 per day.
Leveler	Bruce L. Hall	June 13, 1910	July 1, 1911	5 00 per day.
Leveler	George C. Hannon	May 6, 1907	Aug. 23, 1910	5 00 per day.
Leveler	William H. Hilborn	June 12, 1907	Sept. 1, 1910	5 00 per day.
Leveler	Eustace Hulsapple	Sept. 1, 1902	April 6, 1908	5 00 per day.
Leveler	William T. Hunt	June 10, 1907	June 10, 1907	5 00 per day.
Leveler	Grant Huntley	June 22, 1908	June 22, 1908	5 00 per day.
Leveler	J. J. Hynes	April 1, 1910	July 12, 1911	5 00 per day.

Leveler	H. W. Jewell	June 15, 1908	Oct. 1, 1911	5 00 per day.
Leveler	G. H. Jones	Aug. 6, 1906	Sept. 1, 1910	5 00 per day.
Leveler	Thomas J. Loonie	Sept. 20, 1907	Oct. 1, 1911	5 00 per day.
Leveler	N. Ross McLoud	Oct. 1, 1903	Sept. 1, 1906	5 00 per day.
Leveler	Arthur T. Madison	April 21, 1908	Aug. 23, 1910	5 00 per day.
Leveler	Chester Moore	Sept. 1, 1910	Oct. 1, 1911	5 00 per day.
Leveler	Karl Moulton	Sept. 7, 1909	July 1, 1911	5 00 per day.
Leveler	Joseph T. Murphy	April 6, 1908	Mar. 1, 1912	5 00 per day.
Leveler	E. S. Overbough	Nov. 21, 1911	Nov. 21, 1911	5 00 per day.
Leveler	Mott Palmer	May 16, 1910	Oct. 1, 1911	5 00 per day.
Leveler	J. Murray Prior	June 22, 1908	Aug. 23, 1910	5 00 per day.
Leveler	John A. Pritchard	Aug. 30, 1906	Nov. 15, 1911	5 00 per day.
Leveler	LeRoy S. Richard	May 1, 1907	Nov. 25, 1907	5 00 per day.
Leveler	George M. Rodgers	May 4, 1911	April 18, 1912	5 00 per day.
Leveler	Harry J. Simmerlink	Aug. 27, 1906	Aug. 23, 1910	5 00 per day.
Leveler	Irving H. Smallwood	Nov. 20, 1907	July 1, 1911	5 00 per day.
Leveler	C. E. Smith	May 23, 1910	Oct. 1, 1911	5 00 per day.
Leveler	Rolland B. Smith	April 15, 1908	July 12, 1911	5 00 per day.
Leveler	Harry J. Stabile	June 1, 1908	Aug. 1, 1911	5 00 per day.
Leveler	Herbert J. Stevens	June 25, 1906	Oct. 1, 1911	5 00 per day.
Leveler	George G. Sweet	Oct. 24, 1905	July 1, 1906	5 00 per day.
Leveler	L. H. M. Whitney	June 25, 1908	Oct. 15, 1909	5 00 per day.
Leveler	Bernard Wich	Aug. 31, 1910	July 12, 1911	5 00 per day.
Leveler	Joseph D. Williams	June 15, 1908	June 15, 1908	5 00 per day.
Leveler	William D. Zielley	Sept. 1, 1910	Aug. 10, 1911	5 00 per day.
Leveler	C. H. Adams	April 15, 1907	Aug. 1, 1911	4 50 per day.
Leveler	J. Leland Ames	July 27, 1909	April 22, 1912	4 50 per day.
Leveler	Homer A. Armstrong	June 1, 1912	June 1, 1912	4 50 per day.
Leveler	Maurice L. Babcock	July 11, 1911	Nov. 1, 1912	4 50 per day.
Leveler	George F. Baker	Sept. 2, 1910	Nov. 1, 1912	4 50 per day.
Leveler	Roy G. Baker	May 4, 1911	Nov. 1, 1912	4 50 per day.
Leveler	C. Edward Burleigh	June 17, 1907	Nov. 1, 1912	4 50 per day.
Leveler	W. H. Carnricke	April 24, 1911	Oct. 9, 1911	4 50 per day.
Leveler	Charles M. Chuckrow	July 27, 1911	Nov. 1, 1912	4 50 per day.
Leveler	Lynde H. Coit	June 5, 1911	Nov. 1, 1912	4 50 per day.
Leveler	M. F. Dullea	April 8, 1908	Nov. 1, 1912	4 50 per day.
Leveler	L. F. Eggleston	Mar. 4, 1912	May 16, 1912	4 50 per day.

ENGINEER AND SURVEYOR — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Leveler	John D. Ettinger	Aug. 11, 1911	April 22, 1912	$4 50 per day.
Leveler	Jacob Gadlowitz	June 3, 1912	June 3, 1912	4 50 per day.
Leveler	John J. Gawkins	Oct. 31, 1907	Nov. 1, 1912	4 50 per day.
Leveler	Leroy Greenalch	May 4, 1911	Nov. 1, 1912	4 50 per day.
Leveler	Arthur O. Hollenbeck	May 14, 1909	Nov. 1, 1912	4 50 per day.
Leveler	Benjamin A. Krotinger	Aug. 13, 1912	Aug. 13, 1912	4 50 per day.
Leveler	Clyde E. Learned	Oct. 4, 1910	April 18, 1912	4 50 per day.
Leveler	Ferdinand Leiser	Oct. 2, 1911	Nov. 1, 1912	4 50 per day.
Leveler	A. A. Levison	May 16, 1910	Nov. 1, 1912	4 50 per day.
Leveler	Robert M. Mark	Oct. 3, 1910	Nov. 1, 1912	4 50 per day.
Leveler	Dana M. Miner	Jan. 1, 1908	Nov. 1, 1912	4 50 per day.
Leveler	William N. Niles	Aug. 23, 1909	July 1, 1911	4 50 per day.
Leveler	Henry J. O'Hara	July 17, 1911	Nov. 1, 1912	4 50 per day.
Leveler	B. A. Redington	June 3, 1907	Nov. 18, 1912	4 50 per day.
Leveler	Charles P. Riley	Oct. 3, 1910	Nov. 1, 1912	4 50 per day.
Leveler	Raymond Shelley	April 1, 1910	Nov. 1, 1912	4 50 per day.
Leveler	S. B. Sheridan	Sept. 26, 1910	Nov. 1, 1912	4 50 per day.
Leveler	Delos F. Simpson	Feb. 18, 1907	Nov. 1, 1912	4 50 per day.
Leveler	Lester P. Slade	April 17, 1907	Nov. 1, 1912	4 50 per day.
Leveler	John A. Sloat	June 19, 1908	Oct. 1, 1911	4 50 per day.
Leveler	Charles V. Smith	Aug. 25, 1910	Oct. 1, 1911	4 50 per day.
Leveler	Burr M. Stark	April 8, 1912	April 8, 1912	4 50 per day.
Leveler	George H. Thomas	Jan. 13, 1896	Nov. 1, 1912	4 50 per day.
Leveler	Paul A. Volcker	July 28, 1911	Nov. 1, 1912	4 50 per day.
Leveler	Joseph Wechsler	Sept. 25, 1911	Mar. 1, 1912	4 50 per day.
Leveler	Leroy Wright	May 13, 1910	Nov. 1, 1912	4 50 per day.
Rodman	Ross W. Anderson	May 10, 1911	May 10, 1911	4 00 per day.
Rodman	C. C. Atkin	June 23, 1911	June 23, 1911	4 00 per day.

Rodman	Philip J. Baron	Oct. 9, 1911	Oct. 9, 1911	4 00 per day.
Rodman	Louis R. Bennett	Aug. 26, 1910	Aug. 26, 1910	4 00 per day.
Rodman	John S. Bierhardt	May 18, 1911	May 18, 1911	4 00 per day.
Rodman	William J. Bissell	June 13, 1910	May 1, 1911	4 00 per day.
Rodman	M. H. Boigeol	April 4, 1908	Nov. 1, 1910	4 00 per day.
Rodman	John S. Burns	April 6, 1908	May 24, 1912	4 00 per day.
Rodman	John H. Bovier	Oct. 10, 1910	Oct. 10, 1910	4 00 per day.
Rodman	Matthew J. Chryst	Aug. 16, 1910	Oct. 4, 1912	4 00 per day.
Rodman	Clarence M. Colony	April 11, 1905	Aug. 14, 1906	4 00 per day.
Rodman	Herman L. Cooke	July 25, 1910	Dec. 17, 1912	4 00 per day.
Rodman	Andrew J. Crowe, Jr.	July 12, 1911	July 12, 1911	4 00 per day.
Rodman	George E. Deutschbein	April 6, 1908	May 1, 1911	4 00 per day.
Rodman	Herman L. Drake	June 3, 1911	June 3, 1911	4 00 per day.
Rodman	Walter G. Dubey	Jan. 29, 1894	May 4, 1900	4 00 per day.
Rodman	Fred C. Facer	May 13, 1907	April 1, 1910	4 00 per day.
Rodman	T. S. Fillebrown	July 27, 1911	July 27, 1911	4 00 per day.
Rodman	Palmer C. Gallup	April 6, 1908	April 6, 1908	4 00 per day.
Rodman	W. H. Ginnity	April 6, 1908	April 6, 1908	4 00 per day.
Rodman	Eugene W. Goff	April 17, 1908	April 17, 1908	4 00 per day.
Rodman	F. A. Gordon	Dec. 1, 1906	Dec. 1, 1906	4 00 per day.
Rodman	L. A. Heguembourg	May 1, 1911	May 1, 1911	4 00 per day.
Rodman	J. W. Howe	Dec. 1, 1896	Dec. 1, 1896	4 00 per day.
Rodman	Raymond Jerrell	July 27, 1911	July 27, 1911	4 00 per day.
Rodman	George B. Kelley	Oct. 30, 1907	Oct. 30, 1907	4 00 per day.
Rodman	W. N. Langworthy	June 9, 1908	July 18, 1911	4 00 per day.
Rodman	John Lyons	May 4, 1910	Nov. 10, 1910	4 00 per day.
Rodman	D. A. McClellan	June 20, 1911	June 20, 1911	4 00 per day.
Rodman	Lawrence Y. Meneely	Sept. 9, 1907	April 7, 1910	4 00 per day.
Rodman	J. T. Mockler	June 20, 1910	April 10, 1911	4 00 per day.
Rodman	L. E. Moyer	April 15, 1910	May 5, 1911	4 00 per day.
Rodman	A. Roger Mulligan	April 6, 1908	May 5, 1910	4 00 per day.
Rodman	August R. Patchke	June 14, 1907	June 14, 1907	4 00 per day.
Rodman	W. C. R. Pyne	Sept. 23, 1907	Sept. 23, 1907	4 00 per day.
Rodman	H. J. Richardson	Feb. 15, 1894	Dec. 13, 1897	4 00 per day.
Rodman	Nathan B. Robbins	Aug. 23, 1909	Mar. 1, 1912	4 00 per day.
Rodman	William Robinson	May 25, 1909	May 16, 1910	4 00 per day.
Rodman	Harry C. Smith	April 22, 1907	May 24, 1911	4 00 per day.

ENGINEER AND SURVEYOR — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Rodman	Fred L. Teall	April 18, 1907	Nov. 1, 1910	$4 00 per day.
Rodman	John R. Tighe	April 3, 1908	Nov. 1, 1910	4 00 per day.
Rodman	F. M. White	July 12, 1911	July 12, 1911	4 00 per day.
Rodman	Clarence A. Wilbur	June 2, 1908	April 19, 1911	4 00 per day.
Rodman	Don A. Wilcox	April 19, 1907	Nov. 1, 1910	4 00 per day.
Rodman	E. C. Ansley	Aug. 26, 1912	Aug. 26, 1912	3 50 per day.
Rodman	John M. Barney	July 15, 1912	July 15, 1912	3 50 per day.
Rodman	Lawrence Bentley	Aug. 15, 1912	Aug. 15, 1912	3 50 per day.
Rodman	Lindsay J. Bradley	Aug. 27, 1912	Aug. 27, 1912	3 50 per day.
Rodman	John P. Byrne	April 3, 1911	April 3, 1911	3 50 per day.
Rodman	M. G. Cain	April 10, 1912	April 10, 1912	3 50 per day.
Rodman	Earl F. Church	Sept. 13, 1912	Sept. 13, 1912	3 50 per day.
Rodman	Perry E. Collette	May 5, 1910	Oct. 4, 1912	3 50 per day.
Rodman	James Conley	June 27, 1910	Mar. 1, 1911	3 50 per day.
Rodman	J. C. Cowie	April 1, 1912	April 1, 1912	3 50 per day.
Rodman	Fred C. Davis	Jan. 24, 1910	May 23, 1912	3 50 per day.
Rodman	William A. Dawson	April 13, 1908	Oct. 4, 1912	3 50 per day.
Rodman	Earl K. Dewey	Aug. 26, 1912	Aug. 26, 1912	3 50 per day.
Rodman	John L. Dowd, Jr	May 9, 1911	Oct. 4, 1912	3 50 per day.
Rodman	H. L. DuBois	Sept. 12, 1911	Oct. 4, 1912	3 50 per day.
Rodman	George L. Dunlop	Oct. 11, 1911	Sept. 16, 1912	3 50 per day.
Rodman	H. F. Eagan	Oct. 2, 1905	Nov. 1, 1912	3 50 per day.
Rodman	John Edelstein	Sept. 26, 1911	Oct. 4, 1912	3 50 per day.
Rodman	Glenn P. Edwards	Sept. 1, 1911	Oct. 4, 1912	3 50 per day.
Rodman	W. Newton Edwards	Oct. 4, 1912	Oct. 4, 1912	3 50 per day.
Rodman	Frank B. Faille	May 5, 1910	Nov. 1, 1912	3 50 per day.
Rodman	Clarence L. Fox	July 12, 1911	Oct. 4, 1912	3 50 per day.
Rodman	Pincus Greenbaum	Aug. 1, 1912	Aug. 1, 1912	3 50 per day.

Rodman	J. H. Griffin	June 17, 1912	June 17, 1912	3 50 per day.
Rodman	Herbert W. Grow	Aug. 11, 1911	May 27, 1912	3 50 per day.
Rodman	Frank N. Hardiman	July 18, 1912	July 18, 1912	3 50 per day.
Rodman	Franklin M. Hardy	Aug. 1, 1912	Aug. 1, 1912	3 50 per day.
Rodman	Joseph Helfand	May 17, 1910	April 1, 1912	3 50 per day.
Rodman	H. N. Henderson	Mar. 11, 1912	Mar. 11, 1912	3 50 per day.
Rodman	J. L. Herber	July 3, 1912	July 3, 1912	3 50 per day.
Rodman	Byron Houghtaling	May 3, 1906	Oct. 4, 1912	3 50 per day.
Rodman	H. A. Ingersoll	April 20, 1908	Nov. 1, 1912	3 50 per day.
Rodman	Roy L. Kelly	June 11, 1910	Oct. 4, 1912	3 50 per day.
Rodman	Nathan Levy	Aug. 19, 1912	Aug. 19, 1912	3 50 per day.
Rodman	George H. Leet	Sept. 5, 1910	Sept. 14, 1912	3 50 per day.
Rodman	Edward H. Leggett	Oct. 14, 1910	Oct. 14, 1910	3 50 per day.
Rodman	H. J. McCadden	Oct. 5, 1912	Oct. 5, 1912	3 50 per day.
Rodman	L. A. McElveney	Aug. 7, 1911	Oct. 4, 1912	3 50 per day.
Rodman	William Mangan	April 22, 1907	Oct. 4, 1912	3 50 per day.
Rodman	James P. Mullen	May 20, 1910	Oct. 4, 1912	3 50 per day.
Rodman	E. C. Neudecker	June 23, 1910	June 1, 1912	3 50 per day.
Rodman	C. V. O'Malley	Oct. 10, 1911	Oct. 10, 1911	3 50 per day.
Rodman	Allan A. Patterson	Oct. 6, 1911	Oct. 6, 1911	3 50 per day.
Rodman	George R. Rankin	Jan. 18, 1910	June 1, 1912	3 50 per day.
Rodman	Joseph Rosenzweig	Oct. 9, 1911	Oct. 1, 1912	3 50 per day.
Rodman	Harry Rozinsky	April 6, 1912	April 6, 1912	3 50 per day.
Rodman	William C. Ruland	Aug. 2, 1911	Oct. 4, 1912	3 50 per day.
Rodman	Edgar N. Scott	May 28, 1912	May 28, 1912	3 50 per day.
Rodman	Frank C. Sellnow	Aug. 1, 1912	Aug. 1, 1912	3 50 per day.
Rodman	F. E. Simpson	April 1, 1910	Oct. 4, 1912	3 50 per day.
Rodman	John E. Smith	May 7, 1910	Oct. 4, 1912	3 50 per day.
Rodman	G. Lyle Stillman	Aug. 6, 1910	May 6, 1912	3 50 per day.
Rodman	Morris Strauss	April 24, 1911	Oct. 4, 1912	3 50 per day.
Rodman	John J. Taney	Sept. 26, 1911	Oct. 4, 1912	3 50 per day.
Rodman	Harry R. Topping	July 15, 1912	July 15, 1912	3 50 per day.
Rodman	A. F. Truex	Oct. 7, 1909	Oct. 4, 1912	3 50 per day.
Rodman	Vernon Vanderberg	May 15, 1911	May 15, 1911	3 50 per day.
Rodman	F. L. Van Patten	Mar. 27, 1912	Mar. 27, 1912	3 50 per day.
Rodman	Paul T. Wheeler	Sept. 19, 1912	Sept. 19, 1912	3 50 per day.
Rodman	H. J. Whitman	May 22, 1912	May 22, 1912	3 50 per day.

ENGINEER AND SURVEYOR — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Rodman	W. N. Whitney	July 15, 1911	Oct. 4, 1912	$3 50 per day.
Rodman	B. Z. Wildenberg	Sept. 26, 1911	Oct. 4, 1912	3 50 per day.
Rodman	Grover A. Woodard	Sept. 2, 1912	Sept. 2, 1912	3 50 per day.
Chainman	E. H. Assenheimer	Oct. 3, 1910	Oct. 3, 1910	3 00 per day.
Chainman	William H. Barhyte	Nov. 1, 1907	June 1, 1911	3 00 per day.
Chainman	Alexander Bayly	Nov. 1, 1907	Nov. 1, 1910	3 00 per day.
Chainman	Theophilus Beaupre	Nov. 1, 1907	Dec. 15, 1910	3 00 per day.
Chainman	Frank S. Belotti	Oct. 1, 1910	Oct. 11, 1910	3 00 per day.
Chainman	Myron W. Booth	Oct. 16, 1911	Oct. 16, 1911	3 00 per day.
Chainman	Allen T. Brown	Oct. 10, 1910	Oct. 10, 1910	3 00 per day.
Chainman	C. N. Budlong	May 5, 1910	May 5, 1910	3 00 per day.
Chainman	Earl J. Bullis	Oct. 16, 1911	Oct. 16, 1911	3 00 per day.
Chainman	J. G. Bushnell	Mar. 11, 1907	April 4, 1910	3 00 per day.
Chainman	J. F. Cotter	Sept. 22, 1910	Sept. 22, 1910	3 00 per day.
Chainman	William Craham	April 1, 1907	Nov. 1, 1910	3 00 per day.
Chainman	Francis C. Curtin	July 19, 1911	July 19, 1911	3 00 per day.
Chainman	Walter J. Curtis	Oct. 3, 1910	Oct. 3, 1910	3 00 per day.
Chainman	Charles J. Donaher	Nov. 1, 1907	Nov. 1, 1910	3 00 per day.
Chainman	Edward F. Dossert	May 5, 1910	May 5, 1910	3 00 per day.
Chainman	Carl F. Doty	July 28, 1910	June 1, 1911	3 00 per day.
Chainman	Roy Engell	July 18, 1910	July 18, 1910	3 00 per day.
Chainman	Robert Gallivan	May 22, 1907	May 1, 1911	3 00 per day.
Chainman	W. B. Green	Sept. 27, 1910	June 1, 1911	3 00 per day.
Chainman	E. J. Greiner	Jan. 3, 1896	Jan. 3, 1896	3 00 per day.
Chainman	F. G. Hempel	April 22, 1908	Nov. 1, 1910	3 00 per day.
Chainman	Ray E. Homan	Oct. 5, 1910	Oct. 5, 1910	3 00 per day.
Chainman	Paul Howe	June 27, 1907	Nov. 1, 1910	3 00 per day.
Chainman	L. Kavanaugh	July 18, 1894	July 18, 1894	3 00 per day.

Chainman	Michael J. Kelly	April 17, 1911	April 17, 1911	3 00 per day.
Chainman	Fred Kimball	April 27, 1908	Dec. 15, 1910	3 00 per day.
Chainman	John P. Kivlen	June 28, 1909	Aug. 16, 1910	3 00 per day.
Chainman	Frank Layburn	Nov. 1, 1907	Nov. 1, 1910	3 00 per day.
Chainman	Henry C. Little	May 2, 1905	Mar. 8, 1906	3 00 per day.
Chainman	Frank Lutz	Sept. 5, 1894	Sept. 5, 1894	3 00 per day.
Chainman	W. T. Lysett	Nov. 1, 1907	June 1, 1911	3 00 per day.
Chainman	Jas. J. MacDonald	May 29, 1910	May 29, 1910	3 00 per day.
Chainman	James H. McEntee	Aug. 25, 1910	June 1, 1911	3 00 per day.
Chainman	Harvey Malcolm	May 9, 1910	Nov. 11, 1911	3 00 per day.
Chainman	Daniel O'Connel	May 4, 1911	May 4, 1911	3 00 per day.
Chainman	Frank J. O'Connor	July 5, 1907	Dec. 15, 1910	3 00 per day.
Chainman	L. T. Phillips	May 10, 1911	May 10, 1911	3 00 per day.
Chainman	John J. Raup	April 18, 1906	Nov. 1, 1910	3 00 per day.
Chainman	Walter W. Redfern	Sept. 27, 1910	Sept. 27, 1910	3 00 per day.
Chainman	George A. Rodgers	Aug. 26, 1910	June 1, 1911	3 00 per day.
Chainman	William J. Ryan	April 15, 1909	Sept. 21, 1910	3 00 per day.
Chainman	William H. Saunders	May 23, 1911	Sept. 1, 1911	3 00 per day.
Chainman	H. Archie Shafer	April 27, 1908	Dec. 15, 1910	3 00 per day.
Chainman	Frank N. Sisson	April 10, 1908	June 1, 1911	3 00 per day.
Chainman	C. T. Smith	Nov. 1, 1910	May 1, 1911	3 00 per day.
Chainman	Robert W. Stewart	May 8, 1911	May 8, 1911	3 00 per day.
Chainman	Fred B. Stoddard	Sept. 24, 1906	Sept. 24, 1906	3 00 per day.
Chainman	Ralph J. Storm	Oct. 3, 1910	June 1, 1911	3 00 per day.
Chainman	James R. Sullivan	June 14, 1910	June 24, 1910	3 00 per day.
Chainman	J. J. Sullivan	Dec. 1, 1907	Dec. 15, 1910	3 00 per day.
Chainman	Charles B. Tebo	April 6, 1908	April 6, 1908	3 00 per day.
Chainman	George Terwilliger	Sept. 19, 1910	Sept. 19, 1910	3 00 per day.
Chainman	H. J. Waldvogel	Nov. 1, 1907	Aug. 17, 1909	3 00 per day.
Chainman	E. G. Warner	Oct. 11, 1910	Oct. 11, 1910	3 00 per day.
Chainman	Carl Leonard Weil	May 16, 1910	May 8, 1911	3 00 per day.
Chainman	Hugh J. Weir	April 7, 1908	Dec. 15, 1910	3 00 per day.
Chainman	James H. Wilson	Mar. 5, 1906	Mar. 5, 1906	3 00 per day.
Chainman	J. A. Young	Sept. 12, 1907	Sept. 12, 1907	3 00 per day.
Chainman	Leslie R. Ames	June 17, 1912	June 17, 1912	2 50 per day.
Chainman	Robert W. Austin	Oct. 22, 1912	Oct. 22, 1912	2 50 per day.
Chainman	H. Carl Backus	Mar. 18, 1912	Mar. 18, 1912	2 50 per day.

ENGINEER AND SURVEYOR — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Chainman	Frederick A. Biderman	Oct. 3, 1912	Oct. 3, 1912	$2 50 per day.
Chainman	Gerald E. Cahill	Sept. 27, 1912	Sept. 27, 1912	2 50 per day.
Chainman	Samuel Covner	April 28, 1908	April 28, 1908	2 50 per day.
Chainman	H. V. Dumont	June 17, 1912	June 17, 1912	2 50 per day.
Chainman	Thomas Farrell	Aug. 8, 1912	Aug. 8, 1912	2 50 per day.
Chainman	Edward T. Gawkins	June 24, 1912	June 24, 1912	2 50 per day.
Chainman	I. C. Hall	June 17, 1912	June 17, 1912	2 50 per day.
Chainman	Walter M. Jackson	Sept. 19, 1912	Sept. 19, 1912	2 50 per day.
Chainman	J. A. Kelly	April 8, 1907	May 16, 1910	2 50 per day.
Chainman	Arthur A. Laughlin	April 6, 1908	May 14, 1909	2 50 per day.
Chainman	Howard W. Loftus	April 13, 1908	Nov. 1, 1910	2 50 per day.
Chainman	J. N. Olcott	June 17, 1912	Oct. 7, 1912	2 50 per day.
Chainman	G. Prenner	Oct. 7, 1912	Oct. 7, 1912	2 50 per day.
Chainman	William A. Rice	June 13, 1912	June 13, 1912	2 50 per day.
Chainman	D. E. Robbins	Sept. 5, 1911	Sept. 5, 1911	2 50 per day.
Chainman	Carl K. Schulte	Oct. 4, 1912	Oct. 4, 1912	2 50 per day.
Chainman	Frederick R. Simmonds	May 1, 1909	June 1, 1911	2 50 per day.
Chainman	William Smutzler	May 5, 1911	May 5, 1911	2 50 per day.
Axeman	Michael E. Baker	April 6, 1908	April 6, 1908	2 50 per day.
Axeman	Lynn H. Barrows	April 3, 1907	Nov. 1, 1907	2 50 per day.
Axeman	Foster J. Beach	May 15, 1911	May 15, 1911	2 50 per day.
Axeman	P. F. Burmaster	Sept. 26, 1910	Sept. 26, 1910	2 50 per day.
Axeman	Joseph F. Duffy	Jan. 1, 1912	Jan. 1, 1912	2 50 per day.
Axeman	Leslie Hellner	Oct. 25, 1910	Oct. 25, 1910	2 50 per day.
Axeman	John P. Hughes	Nov. 1, 1907	Nov. 1, 1907	2 50 per day.
Axeman	Edgar Hull	Aug. 23, 1910	Aug. 23, 1910	2 50 per day.
Axeman	Finla L. Jones	April 15, 1907	Nov. 1, 1907	2 50 per day.
Axeman	Charles E. Larkin	Oct. 28, 1910	Oct. 28, 1910	2 50 per day.

Axeman	C. B. MacMasters	Nov. 16, 1910	Nov. 16, 1910	2 50 per day.
Axeman	Robert J. Maloy	Nov. 1, 1907	Nov. 1, 1907	2 50 per day.
Axeman	Ward T. Marriott	Jan. 20, 1908	Jan. 20, 1908	2 50 per day.
Axeman	George E. Merry	June 5, 1908	June 5, 1908	2 50 per day.
Axeman	Alfred Moosburgger	Nov. 1, 1907	Nov. 1, 1907	2 50 per day.
Axeman	James J. Murnane	May 4, 1908	May 4, 1908	2 50 per day.
Axeman	Ovid M. Punch	June 1, 1909	Nov. 4, 1912	2 50 per day.
Axeman	Thomas Ryan, Jr.	May 13, 1907	Nov. 1, 1907	2 50 per day.
Axeman	Philip D. Ungerer	April 27, 1908	April 27, 1908	2 50 per day.
Axeman	Frank F. Johnston	May 25, 1908	May 25, 1908	2 25 per day.
Axeman	A. W. Bischell	May 15, 1911	May 15, 1911	2 00 per day.
Chief clerk	Richard V. Somerville	April 14, 1911	Oct. 1, 1912	$3,600 00
Estimate clerk	P. D. Wendell	Jan. 13, 1896	Oct. 1, 1903	3,000 00
Estimate clerk	A. B. Williams	Aug. 28, 1899	Oct. 1, 1903	1,800 00
Estimate clerk	F. V. Searles	Dec. 5, 1896	Oct. 1, 1903	1,800 00
Estimate clerk	William S. Morris	Aug. 4, 1904	May 1, 1910	1,800 00
Land clerk	Merritt Peckham, Jr.	June 21, 1899	Feb. 19, 1900	2,000 00
Index clerk	J. M. Smelzer	Sept. 18, 1900	June 1, 1907	1,800 00
Canal clerk	J. J. Allen	Dec. 1, 1896	Sept. 1, 1899	1,800 00
Correspondence clerk	William S. Ward	June 27, 1910	Jan. 15, 1912	1,200 00
Bookkeeper	H. R. Norvell	Sept. 2, 1912	Sept. 2, 1912	1,200 00
Bookkeeper	Fred C. Stahl	Mar. 4, 1912	Mar. 4, 1912	1,200 00
Clerk	Charles B. Dunham, Jr.	July 29, 1907	July 29, 1907	1,800 00
Clerk	John E. F. Minnock	Nov. 7, 1906	Sept. 1, 1908	1,500 00
Clerk	John T. Gorman	Sept. 25, 1907	Sept. 25, 1907	1,500 00
Clerk	J. C. Guffin	Sept. 17, 1906	Sept. 17, 1906	1,500 00
Clerk	George W. Ruso	Nov. 1, 1899	Aug. 21, 1907	1,800 00
Clerk	G. T. Waterman	June 1, 1907	Feb. 25, 1908	1,200 00
Clerk	James E. Stewart	Feb. 1, 1912	Feb. 1, 1912	1,200 00
Stenographer	John J. Tobin	Feb. 25, 1907	July 20, 1908	1,500 00
Stenographer	L. J. Muhlhauser	July 13, 1908	July 13, 1908	1,500 00
Stenographer	Anna M. Lorscheider	Nov. 8, 1897	Nov. 8, 1897	1,200 00
Stenographer	Nelle Clark	May 17, 1900	May 17, 1900	1,200 00
Stenographer	Hattie A. Dell	Nov. 19, 1906	Dec. 16, 1907	1,200 00
Stenographer	Mabel Weinholz	Jan. 1, 1907	Jan. 1, 1907	1,200 00
Stenographer	Harvey Wagner	Feb. 1, 1906	Feb. 1, 1906	1,200 00
Stenographer	Cleora Van Vleck	Mar. 25, 1904	Mar. 25, 1904	1,200 00

ENGINEER AND SURVEYOR — (*concluded*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*concluded*)			
Stenographer	S. C. MacNeil	Oct. 1, 1908	Oct. 1, 1908	$1,200 00
Stenographer	Alice M. Flanigan	Dec. 10, 1900	Dec. 10, 1900	1,200 00
Stenographer	Mary G. Harrington	Jan. 15, 1908	April 27, 1908	1,200 00
Stenographer	Adele Hallenbeck	April 5, 1907	April 5, 1907	1,200 00
Stenographer	Grace Haswell	May 11, 1908	May 11, 1908	1,200 00
Stenographer	M. F. Conahey	Dec. 7, 1912	Dec. 7, 1912	1,200 00
Stenographer	James E. Phinney, Jr	Jan. 29, 1906	Jan. 29, 1906	1,200 00
Stenographer	Bertha E. Kirchner	June 8, 1908	June 8, 1908	1,200 00
Stenographer	Walter Collins	Mar. 8, 1911	Mar. 8, 1911	1,200 00
Stenographer	John A. Murray	Sept. 27, 1909	Sept. 27, 1909	1,000 00
Stenographer	Harry J. Furlong	April 22, 1912	April 22, 1912	1,000 00
Stenographer	M. J. Sullivan	Jan. 12, 1912	Jan. 12, 1912	1,000 00
Stenographer	Georgianna Pflaum	Mar. 11, 1907	Mar. 11, 1907	900 00
Stenographer	Patrick J. Gaffey	Mar. 28, 1910	Mar. 28, 1910	900 00
Stenographer	A. Edith Schoelles	Feb. 18, 1910	Feb. 18, 1910	900 00
Stenographer	W. D. Gartland	Dec. 28, 1909	Dec. 28, 1909	900 00
Stenographer	Emma M. Repp	Nov. 21, 1911	Nov. 21, 1911	900 00
Stenographer	Joseph L. Richards	Nov. 1, 1911	Nov. 1, 1911	900 00
Stenographer	Anna M. Weber	Mar. 13, 1911	Mar. 13, 1911	900 00
Stenographer	Chester C. Hahn	Oct. 9, 1911	Oct. 9, 1911	900 00
Stenographer	Roy S. Foster	June 14, 1910	Mar. 1, 1912	900 00
Stenographer	Agnes E. Fogarty	July 15, 1910	Nov. 20, 1911	720 00
Night watchman	Edwin M. Chamberlain	Mar. 6, 1908	Mar. 6, 1908	960 00
Watchman	P. H. White	Mar. 13, 1907	Mar. 13, 1907	372 00
	NON-COMPETITIVE CLASS			
Chauffeur	Frank E. Davis	June 6, 1912	June 6, 1912	1,200 00
Chauffeur	J. J. Finn	July 1, 1912	July 1, 1912	1,200 00

Chauffeur	George B. Kelly	June 1, 1912	June 1, 1912	1,200 00
Chauffeur	John J. Nugent	Aug. 5, 1912	Aug. 5, 1912	1,200 00
Chauffeur	Harvey J. Nutter	Sept. 1, 1911	Sept. 1, 1911	1,200 00

DEPARTMENT OF EXCISE

UNCLASSIFIED SERVICE

Commissioner	William W. Farley	April 1, 1911	April 1, 1911	7,000 00

EXEMPT CLASS

Deputy commissioner	Charles E. Norris	April 27, 1911	April 27, 1911	5,000 00
Second deputy commissioner	John A. Ryan	July 1, 1911	July 1, 1911	3,500 00
Special deputy commissioner (Boroughs of Manhattan and The Bronx)	Thomas F. McAvoy	April 1, 1911	April 1, 1911	5,000 00
Special deputy commissioner (Brooklyn)	James S. Regan	May 1, 1911	May 1, 1911	3,750 00
Special deputy commissioner (Albany)	John E. Corscadden	April 12, 1911	April 12, 1911	2,000 00
Special deputy commissioner (Erie)	Aloysius J. Egloff	April 1, 1912	April 1, 1912	3,000 00
Special deputy commissioner (Monroe)	William J. Carey	April 13, 1911	April 13, 1911	2,500 00
Special deputy commissioner (Niagara)	James Hulls	April 25, 1911	April 25, 1911	1,500 00
Special deputy commissioner (Oneida)	Lawrence Shean	May 22, 1911	May 22, 1911	1,500 00
Special deputy commissioner (Onondaga)	Joseph E. White	July 1, 1911	July 1, 1911	2,000 00
Special deputy commissioner (Borough of Queens)	George S. Jervis	May 1, 1911	May 1, 1911	2,500 00
Special deputy commissioner (Rensselaer)	Edward L. Nugent	May 22, 1911	May 22, 1911	1,500 00
Special deputy commissioner (Richmond)	Michael W. Murphy	May 1, 1911	May 1, 1911	2,000 00
Special deputy commissioner (Schenectady)	Edward J. Stanton	May 1, 1911	May 1, 1911	1,500 00
Special deputy commissioner (Westchester)	Patrick A. Murphy	May 15, 1911	May 15, 1911	2,500 00
Attorney	George L. Donnellan	May 1, 1911	May 1, 1911	5,000 00
Attorney	Charles Firestone	April 1, 1911	April 1, 1911	5,000 00
Attorney	Almiron M. Sperry	April 1, 1911	April 1, 1911	4,500 00
Attorney	James J. Nolan	April 15, 1911	April 15, 1911	4,250 00
Attorney	William V. Cooke	June 1, 1911	June 1, 1911	4,250 00
Attorney	William A. Sweetser	Aug. 7, 1911	Aug. 7, 1911	4,250 00
Attorney	Louis M. King	June 12, 1911	June 12, 1911	3,800 00
Attorney	Ira L. Rosenson	June 19, 1911	June 19, 1911	3,500 00
Attorney	H. Benjamin Chase	Sept. 11, 1911	Sept. 11, 1911	3,500 00
Attorney	James T. Driscoll	May 15, 1911	May 15, 1911	3,000 00
Attorney	Alfred F. Van Buren	May 22, 1911	May 22, 1911	2,000 00

DEPARTMENT OF EXCISE — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS — (*continued*)			
Cashier (Albany)	Patrick O'Connell	May 22, 1911	May 22, 1911	$1,200 00
Cashier (Buffalo)	William D. Kelly	April 16, 1911	April 16, 1911	2,000 00
Cashier (Brooklyn)	William H. Cox	Jan. 2, 1913	Jan. 2, 1913	3,200 00
Cashier (New York)	John B. Trainer	May 1, 1911	May 1, 1911	3,500 00
Cashier (Long Island City)	William Zimmerman	June 5, 1912	June 5, 1912	1,500 00
Cashier (Rochester)	Raymond Golding	July 15, 1912	July 15, 1912	600 00
Cashier (White Plains)	Joseph M. Kelly	July 1, 1911	July 1, 1911	1,300 00
Assistant cashier (Brooklyn)	Thomas D. Reilly	May 24, 1912	May 24, 1912	1,500 00
Confidential clerk (Boroughs of Manhattan and the Bronx)	L. Rosenthal, Jr	May 22, 1911	May 22, 1911	2,000 00
Confidential clerk (Brooklyn)	Joseph P. Donnelly	May 10, 1911	May 10, 1911	2,000 00
Confidential clerk (Buffalo)	James J. Lannon	May 22, 1911	May 22, 1911	1,500 00
Auditor	Dennis J. Connelly	Sept. 1, 1911	Sept. 1, 1911	2,750 00
Cashier	William A. Kniskern	May 15, 1911	May 15, 1911	2,750 00
Secretary	Vincent J. Farley	April 7, 1912	April 7, 1912	2,000 00
Confidential clerk	Robert J. Powers	May 1, 1911	May 1, 1911	3,000 00
Financial clerk	Richard J. Heinemann	April 9, 1911	April 16, 1911	1,800 00
Property clerk and purchasing agent	John G. Moynihan	June 1, 1911	June 1, 1911	2,400 00
Chief detective	John E. Ward	Aug. 23, 1911	Aug. 23, 1911	3,000 00
Detective	Samuel W. Boddy	Aug. 3, 1911	Aug. 3, 1911	1,500 00
Detective	Joseph J. Madden	Aug. 18, 1911	Aug. 18, 1911	1,500 00
Detective	Thomas F. Lynch	Sept. 1, 1911	Sept. 1, 1911	1,500 00
Detective	George W. Baumann	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Bank messenger	William A. Goodwin	May 22, 1911	May 22, 1911	1,500 00
Night watchman	Thomas H. Mangin	Sept. 1, 1911	Sept. 1, 1911	$3 per day.
	COMPETITIVE CLASS			
Accountant and special examiner	Henry Gallien	April 13, 1896	June 1, 1903	$3,000 00
Bookkeeper and special examiner	Thompson R. Temple	Dec. 6, 1897	Mar. 14, 1906	2,100 00

Second assistant cashier	John T. McNeill	April 25, 1896	Sept. 1, 1900	2,000 00
Chief bookkeeper	John F. Waters	Aug. 28, 1896	Dec. 1, 1901	2,500 00
Bookkeeper	Eugene D. Oaster	July 1, 1905	May 16, 1907	1,600 00
Bookkeeper	Joseph S. Germond	Dec. 15, 1904	June 26, 1905	1,500 00
Bookkeeper and chief rebate clerk	William J. Davis	Sept. 19, 1910	Feb. 1, 1912	1,250 00
Bookkeeper	George L. Robie	May 11, 1900	May 14, 1903	1,500 00
Accountant and statistician	F. N. Mabee	Sept. 11, 1896	May 8, 1902	2,300 00
Auditor	James F. Loftus	April 23, 1896	April 23, 1896	2,000 00
Acting auditor and clerk	R. B. McCully	April 13, 1896	April 13, 1896	1,500 00
Examination and complaint clerk	Simon Kaufmann	April 25, 1896	Oct. 27, 1905	1,500 00
Messenger and mail clerk	E. P. Thorpe	April 7, 1896	June 1, 1906	1,500 00
Clerk	David Hoyle	April 13, 1896	April 13, 1896	1,500 00
Clerk	George E. Gaige	April 14, 1896	April 14, 1896	1,500 00
Clerk	M. W. Evers	April 23, 1896	April 23, 1896	1,500 00
Clerk	James Delaney	April 30, 1896	April 30, 1896	1,500 00
Clerk	Thomas F. Graham	April 13, 1896	April 13, 1896	1,500 00
Clerk	Joseph Kahn	April 25, 1896	April 25, 1896	1,500 00
Clerk	W. J. McEwan	April 25, 1896	April 25, 1896	1,500 00
Clerk	Carl H. Hackert	April 25, 1896	April 25, 1896	1,500 00
Clerk	Harry Isaacs	Oct. 9, 1908	Oct. 9, 1908	1,500 00
Clerk	Thomas F. Torley	Oct. 10, 1907	Oct. 10, 1907	1,200 00
Clerk	Katharine S. Dermott	April 2, 1898	Oct. 23, 1905	1,140 00
Clerk	May E. Farrell	Jan. 27, 1903	Jan. 27, 1903	1,300 00
Clerk	Cora B. Eigenmann	June 28, 1909	June 28, 1909	1,050 00
Clerk	Louis Goldfarb	July 1, 1910	July 1, 1910	720 00
Assistant cashier and stenographer	Laura R. Wilkie	Jan. 17, 1903	Feb. 5, 1910	1,500 00
Confidential messenger	Charles H. Radzinsky	Dec. 1, 1905	Dec. 1, 1905	1,400 00
Law stenographer	Clarence T. Dolson	Feb. 15, 1906	Dec. 1, 1907	1,800 00
Law stenographer	George R. M. Woodin	Sept. 22, 1904	April 1, 1907	1,800 00
Law stenographer	Frances E. Coughlin	July 7, 1896	Feb. 5, 1910	1,500 00
Law stenographer	Howard D. Van Benthuysen	Feb. 15, 1906	Feb. 15, 1906	1,500 00
Stenographer and clerk	Joseph Schwartz	Dec. 19, 1904	Dec. 19, 1904	1,500 00
Stenographer	John J. Haggerty	Nov. 9, 1909	Nov. 9, 1909	1,500 00
Stenographer	Emily G. Pearsall	Dec. 5, 1899	Jan. 19, 1900	1,200 00
Stenographer	Caroline L. Herzog	Feb. 1, 1897	Dec. 15, 1901	1,200 00
Stenographer	Jennie A. Rouse	June 8, 1904	June 8, 1904	1,200 00
Stenographer	Mary M. Flanagan	July 26, 1897	July 26, 1897	1,200 00

DEPARTMENT OF EXCISE — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Stenographer	Eulalie Parke	Sept. 25, 1899	Sept. 25, 1899	$1,200 00
Stenographer	Bridgie T. Kelley	Oct. 7, 1908	Oct. 7, 1908	1,200 00
Stenographer	Ernest D. Van Wie	Dec. 27, 1910	Dec. 27, 1910	1,200 00
Stenographer	Daisy E. Vande Bogert	Mar. 10, 1902	Mar. 10, 1902	1,140 00
Stenographer	Sadie R. Galicenstein	April 9, 1906	April 9, 1906	1,080 00
Stenographer	Helen I. Brown	Dec. 30, 1907	Dec. 30, 1907	1,080 00
Stenographer	Eva Gibbons	April 4, 1910	April 4, 1910	1,080 00
Stenographer	Mary J. Cangley	May 13, 1909	May 13, 1909	1,050 00
Stenographer	Elizabeth A. McNeilly	April 23, 1910	Dec. 21, 1910	1,050 00
Stenographer	Irene A. Gerhardt	Nov. 1, 1910	Nov. 1, 1910	1,050 00
Stenographer	K. F. Smith	June 25, 1906	June 25, 1906	960 00
Stenographer	Pamelia Fowler	July 25, 1910	July 25, 1910	900 00
Special agent	Charles H. Bellinger	May 11, 1897	May 11, 1897	1,500 00
Special agent	Leon Bliss	July 30, 1896	July 30, 1896	1,500 00
Special agent	George B. Buttling	April 23, 1896	April 23, 1896	1,500 00
Special agent	Geo. D. Chichester	May 11, 1897	May 11, 1897	1,500 00
Special agent	Erie A. Collar	May 2, 1898	May 2, 1898	1,500 00
Special agent	Charles H. Dexter	Jan. 1, 1902	Nov. 1, 1905	1,500 00
Special agent	Ira N. Deyo	Aug. 4, 1896	Aug. 4, 1896	1,500 00
Special agent	Charles A. Donnelly	Feb. 4, 1898	Feb. 4, 1898	1,500 00
Special agent	Louis Eilperin	May 12, 1910	May 12, 1910	1,500 00
Special agent	Andrew Frank	April 23, 1896	April 23, 1896	1,500 00
Special agent	Henry George	Mar. 15, 1897	Mar. 15, 1897	1,500 00
Special agent	William C. Gould	Feb. 8, 1909	Feb. 8, 1909	1,500 00
Special agent	William B. Graves	Aug. 28, 1900	Aug. 28, 1900	1,500 00
Special agent	G. C. Hibbard	July 28, 1896	July 28, 1896	1,500 00
Special agent	David T. Humphreys	Sept. 13, 1900	Sept. 13, 1900	1,500 00
Special agent	Walter G. Ingalls	July 1, 1908	July 1, 1908	1,500 00

Special agent	M. W. Johnston	Sept. 25, 1896	Sept. 25, 1896	1,500 00
Special agent	Edward Kendall	Aug. 28, 1896	Aug. 28, 1896	1,500 00
Special agent	C. F. Lewis	Nov. 23, 1896	Nov. 23, 1896	1,500 00
Special agent	George A. Lord	Feb. 1, 1898	Feb. 1, 1898	1,500 00
Special agent	Joseph G. Mandl	April 1, 1902	April 1, 1902	1,500 00
Special agent	Robert J. Mulligan	April 15, 1908	April 15, 1908	1,500 00
Special agent	G. W. Peck	Aug. 4, 1896	Aug. 4, 1896	1,500 00
Special agent	Geno C. Rogers	Jan. 9, 1901	Dec. 1, 1901	1,500 00
Special agent	Harry S. Schwartz	Oct. 1, 1901	Oct. 1, 1901	1,500 00
Special agent	George Senn	May 6, 1896	May 6, 1896	1,500 00
Special agent	J. Henry Shallies	May 26, 1898	May 26, 1898	1,500 00
Special agent	Fred B. Simons	Dec. 24, 1910	Dec. 24, 1910	1,500 00
Special agent	E. W. Steele	July 29, 1896	July 29, 1896	1,500 00
Special agent	Alfred Tanner	July 27, 1896	July 27, 1896	1,500 00
Special agent	Charles H. Trask	Aug. 1, 1907	Aug. 1, 1907	1,500 00
Special agent	H. Waterman	Nov. 2, 1896	Nov. 2, 1896	1,500 00
Special agent	C. A. Weaver	Aug. 17, 1896	Aug. 17, 1896	1,500 00
Special agent	George H. Weaver	Mar. 1, 1907	Mar. 1, 1907	1,500 00
Special agent	Edward H. Williamson	Feb. 1, 1911	Feb. 1, 1911	1,500 00
Special agent	Henry S. Wilson	Aug. 31, 1900	Aug. 31, 1900	1,500 00
Special agent	Frank D. Bailey	Nov. 1, 1912	Nov. 1, 1912	1,000 00
Special agent	William E. Cantor	Nov. 7, 1912	Nov. 7, 1912	1,000 00
Special agent	John F. Devins	Jan. 2, 1913	Jan. 2, 1913	1,000 00
Special agent	W. Floyd De Voe	Nov. 14, 1912	Nov. 14, 1912	1,000 00
Special agent	Thomas S. Galvin	Nov. 15, 1912	Nov. 15, 1912	1,000 00
Special agent	Joseph T. Gorman	Nov. 1, 1912	Nov. 1, 1912	1,000 00
Special agent	Frank P. Hayes	Nov. 19, 1912	Nov. 19, 1912	1,000 00
Special agent	John F. Linehan	Nov. 1, 1912	Nov. 1, 1912	1,000 00
Special agent	Thomas M. McEntegart	Jan. 1, 1913	Jan. 1, 1913	1,000 00
Special agent	Thomas F. McGrath	Nov. 1, 1912	Nov. 1, 1912	1,000 00
Special agent	Thomas McManaway	Nov. 4, 1912	Nov. 4, 1912	1,000 00
Special agent	Edward Moran	Nov. 19, 1912	Nov. 19, 1912	1,000 00
Special agent	William Moylan	Nov. 6, 1912	Nov. 6, 1912	1,000 00
Special agent	Thomas P. Murphy	Nov. 12, 1912	Nov. 12, 1912	1,000 00
Special agent	Elias Stiller	Nov. 7, 1912	Nov. 7, 1912	1,000 00
Special agent	Frank C. Stoney	Nov. 4, 1912	Nov. 4, 1912	1,000 00

DEPARTMENT OF EXCISE — (*concluded*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*concluded*)			
Special agent	Joseph F. Tevlin	Nov. 6, 1912	Nov. 6, 1912	$1,000 00
Special agent	George F. Tiernan	Nov. 22, 1912	Nov. 22, 1912	1,000 00
Special agent	Witam K. Van Meter	Nov. 1, 1912	Nov. 1, 1912	1,000 00
	NON-COMPETITIVE CLASS			
Clerk (detective bureau)	Agnes M. Cassidy	Dec. 12, 1907	Dec. 12, 1907	1,140 00
Typewriter copyist (detective bureau)	Honora C. Ahearn	Sept. 11, 1911	Sept. 11, 1911	900 00
Chauffeur	Edward D. Lewis	May 1, 1912	May 1, 1912	1,300 00

EXECUTIVE DEPARTMENT

	UNCLASSIFIED SERVICE			
Governor	William Sulzer	Jan. 1, 1913	Jan. 1, 1913	10,000 00
	EXEMPT CLASS*			
Secretary to the Governor	Chester C. Platt	Jan. 1, 1913	Jan. 1, 1913	4,000 00
Counsel	Valentine Taylor	Jan. 1, 1913	Jan. 1, 1913	5,000 00
Military secretary and keeper and recorder of legislative bills.	Edward J. Schermerhorn	Jan. 1, 1913	Jan. 1, 1913	3,500 00
Executive auditor	John A. Hennessy	Jan. 21, 1913	Jan. 21, 1913	4,000 00
	COMPETITIVE CLASS			
Pardon clerk	Owen L. Potter	April 1, 1911	April 1, 1911	4,500 00
Engrosser and record clerk	George B. Graves	Mar. 16, 1897	Jan. 24, 1908	2,500 00
Executive stenographer	Benjamin W. Smith	Feb. —, 1896	Jan. 10, 1906	2,500 00
Appointment clerk	Edgar L. Murlin	June 3, 1903	June 3, 1903	2,500 00
Deputy appointment clerk	John A. Waldron	Feb. 1, 1900	Feb. 1, 1900	1,700 00
Expert confidential bill reader	Irene E. McKenna	Oct. 1, 1911	Oct. 1, 1911	1,200 00

Stenographer	Joseph J. McMullin, Jr.	Jan. 1, 1905	Jan. 1, 1905	1,800 00
Stenographer	Herbert W. Leversee	Jan. 15, 1906	Jan. 15, 1906	1,500 00
Stenographer	Julia A. Lewis	July 15, 1910	Feb. 20, 1912	600 00
Stenographer	Hazel K. Callahan	July 12, 1911	July 12, 1911	480 00
Messenger	William J. Lamborn	Jan. 9, 1899	Jan. 9, 1899	1,350 00
Messenger to secretary	W. J. Mothersell	Jan. 1, 1906	Jan. 1, 1906	1,500 00
Clerk	Joseph A. Wisely, Jr.	Dec. 19, 1906	Jan. 1, 1912	900 00
Telephone operator	Loretto M. Newman	Sept. 16, 1912	Sept. 16, 1912	900 00

FIRE ISLAND STATE PARK COMMISSION

Unclassified Service

Commissioner	John H. Vail	.....	.....	
Commissioner	John Clinton Robbins	.....	.....	
Commissioner	Samuel L. Parrish	.....	.....	
Commissioner	Edward C. Blum	.....	.....	
Commissioner	Joseph E. Owens	.....	.....	

Exempt Class

Secretary and treasurer	Elliot J. Smith	June 22, 1908	June 22, 1908	500 00

Competitive Class

Superintendent	Smith Oakley	July 1, 1909	July 1, 1909	1,200 00

FIRE MARSHAL

Unclassified Service

Fire marshal	Thomas J. Ahearn	July 18, 1911	July 18, 1911	7,000 00

Exempt Class

First deputy	George F. Roesch	Mar. 19, 1912	April 23, 1912	5,000 00
Second deputy	Eugene D. Stocker	May 13, 1912	May 13, 1912	5,000 00
Secretary	Robert J. Cullen	Aug. 16, 1911	Aug. 16, 1911	3,000 00
Cashier	John P. Cox	Sept. 1, 1911	Sept. 1, 1911	1,200 00
Confidential stenographer	John J. Daley	Sept. 1, 1911	Sept. 1, 1911	1,200 00

*Amended to January 21, 1913.

FIRE MARSHAL — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS — (*continued*)			
Assistant confidential stenographer	Mrs. Matilda Liqued	Nov. 13, 1911	Nov. 13, 1911	$900 00
Chief engineer	Patrick J. Gillespie	Oct. 23, 1911	Oct. 23, 1911	3,000 00
Chief inspector	John F. Hoey	Aug. 16, 1911	Aug. 16, 1911	3,000 00
Inspector	Charles L. O'Connor	Sept. 1, 1911	Sept. 1, 1911	1,200 00
Inspector	Dennis J. Glennon	Sept. 1, 1911	Sept. 1, 1911	1,200 00
Inspector	J. Lewis Daly	Sept. 1, 1911	Sept. 1, 1911	1,200 00
Inspector	William Oldfield, Jr.	Sept. 1, 1911	Sept. 1, 1911	1,200 00
Inspector	Edward F. Henneberry	Sept. 1, 1911	Sept. 1, 1911	1,200 00
Inspector	Herbert M. Hudson	Oct. 9, 1911	Oct. 9, 1911	1,200 00
Inspector	Arthur L. Quinn	Oct. 10, 1911	Oct. 10, 1911	1,200 00
Inspector	James Kelly	Oct. 20, 1911	Oct. 20, 1911	1,200 00
Inspector	William J. Jones	Oct. 1, 1912	Oct. 1, 1912	1,200 00
Inspector	Philip Kerrigan	Oct. 1, 1912	Oct. 1, 1912	1,200 00
Inspector	William A. Carroll	Oct. 1, 1912	Oct. 1, 1912	1,200 00
Inspector	Michael J. Rafferty	Oct. 1, 1912	Oct. 1, 1912	1,200 00
Inspector	Vacancy	.....	.....	
Inspector	Vacancy	.....	.....	
	COMPETITIVE CLASS			
Clerk	David Wright	Sept. 7, 1911	Sept. 7, 1911	1,200 00
Stenographer	Michael L. Sammon	Nov. 25, 1912	Nov. 25, 1912	720 00
Inspector of steam boilers	William H. Furman	June 14, 1912	June 14, 1912	1,200 00
Inspector of steam boilers	Benjamin F. Siebelt	Aug. 9, 1912	Aug. 9, 1912	1,200 00
Inspector of steam boilers	John H. Flaherty	Oct. 1, 1912	Oct. 1, 1912	1,200 00
Inspector of steam boilers	Julian D. Eberhard	Oct. 28, 1912	Oct. 28, 1912	1,200 00
Inspector of steam boilers	Edward Hall	Nov. 6, 1912	Nov. 6, 1912	1,200 00

FISCAL SUPERVISOR OF STATE CHARITIES

UNCLASSIFIED SERVICE

Fiscal supervisor	Samuel J. Tilden	June 10, 1912	June 10, 1912	6,000 00

EXEMPT CLASS*

Deputy	Charles E. Weisz	Dec. 1, 1912	Dec. 1, 1912	3,500 00
Private secretary	Ella G. Haney	June 10, 1912	June 10, 1912	2,000 00
Chief clerk	Vacancy	.....	.....	.....
Inspector of buildings	Carson Ertz Berger	Jan. 1, 1912	Jan. 1, 1912	2,000 00
Inspector of heating	Edward J. Nolan	Sept. 19, 1911	Sept. 19, 1911	2,000 00
Inspector of lighting	James J. Coleman	Sept. 19, 1911	Sept. 19, 1911	2,000 00

COMPETITIVE CLASS

Special deputy	Thomas H. Lee	July 19, 1912	July 19, 1912	3,000 00
Estimate clerk	William E. Fitzgerald	July 22, 1912	July 22, 1912	2,300 00
Bookkeeper	James Forsyth	Aug. 1, 1894	May 3, 1905	1,800 00
Assistant estimate clerk	Edward C. Eaton, Jr	June 30, 1902	Nov. 1, 1911	1,800 00
Auditor of accounts	Howard Watson	Aug. 25, 1905	Nov. 1, 1911	2,100 00
Voucher clerk	Richard F. Shelley	Sept. 1, 1905	Dec. 1, 1911	1,500 00
Accountant	May F. Kelly	July 18, 1902	July 18, 1902	1,800 00
Secretary and stenographer to purchasing board	Rose C. Stevens	Dec. 19, 1902	Oct. 1, 1908	1,800 00
Stenographer and clerk	Nellie A. Brennan	June 22, 1910	Oct. 1, 1911	900 00
Stenographer	Georgia L. Fanning	—— —, 1884	Aug. 1, 1905	1,200 00
Stenographer	Mary E. O'Connor	Aug. 17, 1908	Aug. 17, 1908	1,200 00
Stenographer	Ida M. Marsh	Dec. 4, 1907	Mar. 9, 1910	1,200 00
Stenographer	E. Louise Goffe	May 2, 1910	Oct. 17, 1911	600 00
Stenographer	Josephine M. Beattie	Nov. 16, 1910	Jan. 24, 1912	600 00
Stenographer	Harriet M. Buckley	Mar. 18, 1912	Mar. 18, 1912	480 00
Statistical clerk	John B. Kelly	June 10, 1912	June 10, 1912	1,200 00
Clerk	Anna T. McEntee	May 1, 1912	Dec. 16, 1912	900 00
Confidential inspector	Everett C. Countryman	Sept. 1, 1909	Jan. 17, 1910	1,500 00
Confidential inspector	Ruth K. Child	Dec. 20, 1909	Dec. 20, 1909	1,500 00
Index and record clerk	Emma L. Wright	Aug. 15, 1904	Aug. 15, 1907	1,500 00
Messenger	Joseph F. Dwyer	Nov. 10, 1909	Dec. 4, 1911	600 00
Page	Thomas J. Fealey	Sept. 25, 1911	Sept. 25, 1911	480 00

*Amended to February 1, 1913.

FISCAL SUPERVISOR OF STATE CHARITIES — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Dietist	C. T. Leland	Dec. 18, 1911	Dec. 18, 1911	$2,500 00
Special live stock inspector	James Elliott	Sept. 1, 1912	Sept. 1, 1912	1,500 00
Inspector of machinery	James F. Carew	Sept. 1, 1912	Sept. 1, 1912	1,200 00
	DEPARTMENT OF HEALTH			
	UNCLASSIFIED SERVICE			
Commissioner	Eugene H. Porter	May 8, 1905	May 8, 1905	6,000 00
	EXEMPT CLASS			
Deputy commissioner	William A. Howe	July 21, 1909	Oct. 1, 1910	4,000 00
Secretary	Alec H. Seymour	Aug. 28, 1905	Aug. 28, 1905	4,000 00
Medical expert on contagious diseases	William B. May	Dec. 1, 1910	Dec. 1, 1910	2,400 00
Counsel for cold storage bureau	Vacancy	.....	.....	4,000 00
	COMPETITIVE CLASS			
Medical expert	F. C. Curtis	July 11, 1883	July 11, 1883	$15 per day.
Chief clerk and director of vital statistics	F. D. Beagle	Sept. 15, 1897	July 1, 1910	$3,000 00
Supply and record clerk	A. K. Cole	Jan. 1, 1896	Mar. 15, 1910	1,800 00
Clerk	I. H. Lindsay	Dec. 29, 1894	April 1, 1901	1,500 00
Clerk	William A. Wallace	June 1, 1901	June 1, 1901	1,500 00
Clerk	Jeremiah Grogan, Jr.	Nov. 15, 1904	Nov. 15, 1905	1,800 00
Clerk	Ella H. Porter	Jan. 27, 1898	Dec. 4, 1905	1,200 00
Clerk	Cora B. Partridge	Oct. 1, 1901	Oct. 1, 1901	1,200 00
Clerk	Anna B. Byrne	Dec. 4, 1905	Dec. 4, 1905	900 00
Clerk	Meta E. Mills	April 4, 1906	April 4, 1906	900 00
Clerk	Rae Samuels	Aug. 15, 1907	Aug. 15, 1907	900 00
Clerk	Eleanor C. Gibb	Dec. 1, 1907	June 15, 1908	900 00

Junior clerk	Bertha M. Golden	Nov. 1, 1911	Nov. 1, 1911	600 00
Junior clerk	Augustus F. Eckert	Oct. 30, 1911	July 1, 1912	600 00
Stenographer	Edward C. Kenny	Oct. 23, 1902	June 16, 1906	2,100 00
Stenographer	Marion L. Peters	Jan. 7, 1907	June 10, 1907	1,200 00
Stenographer	Arthur D. Mills	Aug. 1, 1909	May 9, 1910	1,200 00
Stenographer	Ethel M. Snare	Nov. 2, 1910	Nov. 2, 1910	900 00
Stenographer	Alice M. Humphries	Aug. 21, 1911	Aug. 21, 1911	1,200 00
Stenographer	Ruth Van Noy	Jan. 4, 1910	Jan. 4, 1910	720 00
Messenger	Edward W. Jantz	July 1, 1912	July 1, 1912	480 00
Typewriter copyist	Joanna A. McNamara	May 22, 1911	May 22, 1911	600 00
Typewriter copyist	Mrs. Effie M. De Shaw	May 15, 1911	May 15, 1911	720 00
Typewriter copyist	Dorothy Knauf	July 17, 1911	July 17, 1911	600 00
Telephone operator	Helen L. MacQuide	July 28, 1909	July 28, 1909	600 00
Director of antitoxin laboratory	William S. Magill	July 12, 1909	Oct. 1, 1909	3,500 00
Director of bureau of chemistry	Willis G. Tucker	.....	.....	1,500 00
Manager of the traveling tuberculosis exhibition	Charles W. Fetherolf	July 1, 1909	July 1, 1909	2,100 00
Chief engineer	Theodore Horton	Aug. 1, 1906	Oct. 1, 1907	4,500 00
Consulting physiological chemist	Holmes C. Jackson	Aug. 29, 1906	Aug. 29, 1906	1,000 00
Sanitary chemist	Leonard M. Wachter	Nov. 1, 1906	Nov. 1, 1906	2,400 00
Assistant consulting engineer	Henry B. Cleveland	May 28, 1906	Oct. 1, 1907	3,000 00
Assistant sanitary engineer	Henry N. Ogden	July 13, 1906	July 13, 1906	$10 per day.
Assistant sanitary engineer	Charles A. Holmquist	Dec. 1, 1908	Dec. 1, 1908	$2,000 00
Assistant sanitary engineer	Albert O. True	May 9, 1910	May 9, 1910	2,000 00
Assistant sanitary chemist	Albert J. Slack	Nov. 1, 1906	Nov. 1, 1906	1,080 00
Assistant bacteriologist	William A. Bing	Feb. 1, 1910	Feb. 1, 1910	1,800 00
Assistant bacteriologist	W. Guy Fellows	July 1, 1907	Aug. 1, 1909	1,200 00
Assistant bacteriologist	Charles L. Witbeck	Oct. 1, 1901	Oct. 1, 1901	$5 per day.
Smallpox expert	Elmer E. Larkin	Nov. 1, 1903	Nov. 1, 1903	10 per day.
Smallpox expert	Ozias W. Peck	April 27, 1904	April 27, 1904	10 per day.
Smallpox expert	Alfred G. Wilding	Dec. 23, 1903	Dec. 23, 1903	10 per day.
Smallpox expert	Wallace Clarke	Sept. 13, 1904	Sept. 13, 1904	10 per day.
Inspector of cold storage plants	Joseph B. Hauf	Oct. 20, 1911	Oct. 20, 1911	$1,200 00
Inspector of cold storage plants	Michael F. McNamara	Oct. 20, 1911	Oct. 20, 1911	1,200 00
Inspector of cold storage plants	John P. O'Keefe	Oct. 20, 1911	Oct. 20, 1911	1,200 00
Inspector of cold storage plants	Charles A. Ferrin	Oct. 20, 1911	Oct. 20, 1911	1,200 00
Inspector of cold storage plants	Abraham L. Wilbert	Oct. 20, 1911	Oct. 20, 1911	1,200 00
Inspector of cold storage plants	James P. Looby	Oct. 20, 1911	Oct. 20, 1911	1,200 00

DEPARTMENT OF HEALTH — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Inspector of cold storage plants	Emerson E. Rossmore	Oct. 20, 1911	Oct. 20, 1911	$1,200 00
Inspector of cold storage plants	Frederick B. Rogers	April 9, 1912	April 9, 1912	1,200 00
Inspector of cold storage plants	Abraham Wilk	April 15, 1912	April 15, 1912	1,200 00
Water analyst	Leslie R. Milford	Aug. 15, 1910	Aug. 15, 1910	1,800 00
Water analyst	Walter S. Davis	July 18, 1910	July 18, 1910	1,500 00
Sanitary engineering inspector	C. A. Howland	Aug. 9, 1912	Aug. 9, 1912	$4 per day.
Sanitary agent	John H. Vogt	July 25, 1906	July 25, 1906	5 per day.
Laboratory assistant	Herbert Ant	May 1, 1911	May 1, 1911	$1,020 00
Laboratory assistant	Mae E. Larkin	Oct. 9, 1911	Oct. 9, 1911	720 00
	GRATWICK LABORATORY			
	EXEMPT CLASS			
Director	H. R. Gaylord	June 1, 1898	Feb. 1, 1905	6,000 00
	COMPETITIVE CLASS			
Chemist	G. H. A. Clowes	June 1, 1900	June 1, 1900	3,000 00
Clinical pathologist	Burton G. Simpson	July 1, 1910	Oct. 1, 1910	2,500 00
Internist	Frederick C. Busch	June 1, 1912	June 1, 1912	2,000 00
Biologist	Willard C. Marsh	Sept. 1, 1912	Sept. 1, 1912	2,500 00
Assistant chemist	Damon Averill	July 1, 1905	May 30, 1912	1,300 00
Secretary	Clara A. Maclay	April 20, 1900	April 20, 1900	1,400 00
	HEALTH OFFICER, PORT OF NEW YORK			
	UNCLASSIFIED SERVICE			
Health officer	Joseph J. O'Connell	Feb. 21, 1912	Feb. 21, 1912	12,500 00

EXEMPT CLASS

Deputy health officer	J. B. L'Hommedieu	Jan. 2, 1895	Jan. 2, 1895	4,000 00
Deputy health officer	William F. Matthews	May 16, 1912	May 16, 1912	3,000 00
Deputy health officer	Charles P. Duffey	July 16, 1912	July 16, 1912	3,000 00
Deputy health officer	Vacancy	.....	.....	.....
Secretary	John A. Heffernan	Feb. 22, 1912	Feb. 22, 1912	3,000 00
Confidential stenographer	Mary K. Wonderly	Mar. 18, 1912	Mar. 18, 1912	1,500 00
Captain	T. H. Taylor	Sept. 1, 1892	Sept. 1, 1892	1,680 00
Captain	James Dillon	Jan. 1, 1895	Jan. 1, 1895	1,560 00
Captain	R. B. Vandervoort	July 1, 1908	July 1, 1908	1,560 00
Captain	C. E. Crawford	Jan. 1, 1895	Jan. 1, 1895	1,560 00
Captain	J. D. Gully	Oct. 1, 1912	Oct. 1, 1912	1,560 00
Engineer	Matthias Brady	Jan. 1, 1895	Jan. 1, 1895	1,440 00
Engineer	William Sullivan	Jan. 1, 1895	Jan. 1, 1895	1,440 00
Engineer	G. M. Blake	Nov. 1, 1904	Nov. 1, 1904	1,440 00
Engineer	Thomas Law	Aug. 10, 1895	Aug. 10, 1895	1,440 00
Engineer	William Mertens	Nov. 1, 1911	Oct. 1, 1912	1,440 00
Fireman	Aymar Romer	Sept. 1, 1899	Sept. 1, 1899	840 00
Fireman	Edward Palmateer	April 1, 1905	April 1, 1905	840 00
Fireman	Thomas McShane	Dec. —, 1909	April 20, 1912	840 00
Fireman	William Coffey	June 22, 1912	June 22, 1912	840 00
Fireman	James J. Banning	July 3, 1912	Oct. 1, 1912	840 00
Chief disinfector	Gustav Kress	May 1, 1900	May 1, 1900	960 00
Engineer (Hoffman's Island)	Henry Roehrig	Nov. 13, 1908	June 1, 1909	1,080 00
Engineer (Hoffman's Island)	Thomas Barnes	May 24, 1897	May 24, 1897	1,260 00
Fireman (Hoffman's Island)	Joseph Lepardo	Dec. 1, 1909	Dec. 1, 1909	660 00
Fireman (Hoffman's Island)	George Main	July 1, 1911	April 20, 1912	660 00
Fireman (Hoffman's Island)	G. Carmichael	Dec. 1, 1909	Dec. 1, 1909	660 00
Engineer (Swinburne Island)	Gilbert M. Sofield	Aug. 10, 1895	Aug. 10, 1895	1,080 00
Engineer (Swinburne Island)	John Neuf	Oct. 16, 1912	Oct. 16, 1912	840 00
Fireman (Swinburne Island)	Dennis Reilly	Nov. 15, 1906	June 1, 1909	660 00
Fireman (Swinburne Island)	Samuel Bills	July 1, 1909	July 1, 1909	660 00

COMPETITIVE CLASS

Chief clerk	M. J. Doyle	Jan. 1, 1895	Jan. 1, 1895	1,800 00
Chief clerk	Harry Rabey	April 1, 1899	April 1, 1899	1,500 00

HEALTH OFFICER, PORT OF NEW YORK — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Assistant clerk	G. B. Nelson	Feb. 1, 1910	Feb. 1, 1910	$1,080 00
Accountant	Charles E. McShane	April 1, 1912	April 1, 1912	1,800 00
Stenographer	F. H. Burke	Feb. 1, 1910	Feb. 1, 1910	1,080 00
Stenographer	Eva Rosenberg	April 1, 1912	April 1, 1912	720 00
Telephone operator	Anna E. Travers	May 1, 1912	May 1, 1912	720 00
Telephone operator	James E. Dwyer	Nov. 1, 1912	Nov. 1, 1912	720 00
Telephone operator	Gustav Semmig	Oct. 28, 1912	Oct. 28, 1912	720 00
Superintendent of grounds	D. C. Dean	——, 1882	——, 1882	1,080 00
Bacteriologist	Edwin C. Baldwin	Jan. 1, 1903	Jan. 1, 1903	3,500 00
Bacteriologist	Jennie G. Drennan	Mar. 1, 1912	Mar. 1, 1912	1,800 00
Bacteriologist	William R. Janeway	Oct. 1, 1911	Dec. 25, 1911	1,200 00
Bacteriologist	Charles R. Kingsley	Nov. 1, 1911	Dec. 25, 1911	1,200 00
Chief medical officer	C. S. Hudson	Dec. 27, 1909	Dec. 27, 1909	2,500 00
Assistant medical officer	S. B. Ragsdale	Nov. 20, 1909	Nov. 20, 1909	1,500 00
Assistant medical officer	J. G. Henry	June 1, 1910	June 1, 1910	1,200 00
Assistant medical officer	J. C. Hamilton	April 1, 1910	April 1, 1910	1,500 00
Superintendent of nurses	W. F. Noon	July 1, 1910	July 1, 1910	1,000 00
Matron	E. M. Connelly	Jan. 20, 1910	Jan. 20, 1910	720 00
Policeman	Edward J. O'Donnell	Aug. 1, 1912	Oct. 1, 1912	900 00
Policeman	Albert Nordini	June 1, 1906	Oct. 1, 1912	900 00
Policeman	William O'Rourke	Jan. 1, 1895	Oct. 1, 1912	900 00
Policeman	John Woodhouse	June 1, 1895	Oct. 1, 1912	900 00
Policeman	William Cloke	June 1, 1909	Oct. 1, 1912	900 00
Policeman	John Costello	July 25, 1911	Oct. 1, 1912	900 00
	NON-COMPETITIVE CLASS			
Messenger	John Roder	July 1, 1908	Sept. 16, 1912	360 00
Carpenter	James H. Elwood	Mar. 1, 1912	Mar. 1, 1912	1,000 00

Carpenter	Henry Marck, Jr	Oct. 1, 1912	Oct. 1, 1912	900 00
Carpenter	Charles Leavitt	Jan. 25, 1901	Jan. 25, 1901	720 00
Carpenter	Henry Vought	July 7, 1895	July 7, 1895	720 00
Plumber	John A. Hagelstein	Oct. 21, 1912	Oct. 21, 1912	900 00
Plumber	F. Hofsis	Oct. 1, 1911	Oct. 1, 1911	900 00
Painter	John Tilson	Jan. 1, 1895	Jan. 1, 1895	900 00
Painter	Philip Stell	Oct. 1, 1911	Oct. 1, 1911	900 00
Painter	John Wolz	April 23, 1912	April 23, 1912	900 00
Nurse	M. Campbell	July 1, 1910	July 1, 1910	720 00
Nurse	G. A. Berg	Mar. 25, 1910	Mar. 25, 1910	720 00
Nurse	M. A. Woodend	Feb. 1, 1910	Feb. 1, 1910	720 00
Nurse	Maud Meader	Dec. 1, 1910	Dec. 1, 1910	720 00
Nurse	Elsie A. McDanel	Dec. 1, 1911	Dec. 1, 1911	720 00
Nurse	Nina May Smith	May 2, 1912	May 2, 1912	720 00
Nurse	Martha A. Dise	April 22, 1912	April 22, 1912	720 00
Nurse	Edith M. Apgar	May 15, 1912	May 15, 1912	720 00
Nurse	Frances R. McKenlay	June 1, 1912	June 1, 1912	720 00
Nurse	Florence B. Alward	Mar. 6, 1912	Mar. 6, 1912	720 00
Nurse	Margaret H. Connor	Aug. 16, 1912	Aug. 16, 1912	720 00
Nurse	N. A. Boughton	Oct. 16, 1912	Oct. 16, 1912	600 00

DEPARTMENT OF HIGHWAYS

Unclassified Service

Superintendent of highways	C. Gordon Reel	July 31, 1911	Oct. 19, 1911	8,000 00

Exempt Class

First deputy	J. H. Sturdevant	July 1, 1902	Dec. 26, 1912	5,000 00
Second deputy	Edwin E. Dorn	Feb. 11, 1912	Feb. 11, 1912	5,000 00
Secretary	Charles P. Dillon	Aug. 28, 1911	Aug. 28, 1911	5,000 00
Assistant secretary	Howard F. Carpenter	Aug. 1, 1911	Feb. 21, 1912	2,500 00
Secretary to superintendent	Beverly Fleet	Feb. 21, 1912	Feb. 21, 1912	2,500 00
Auditor	Sephrine D. Gilbert	May 1, 1909	May 1, 1909	4,500 00
Confidential secretary to first deputy	Ralph B. Goble	May 14, 1912	May 14, 1912	2,100 00
Confidential clerk	F. R. Pennock	Mar. 1, 1912	Mar. 1, 1912	1,800 00
Confidential inspector	John Guilfoyle	April 25, 1912	April 25, 1912	$8 00 per day.
Confidential inspector	John P. Kelly	April 25, 1912	April 25, 1912	8 00 per day.

DEPARTMENT OF HIGHWAYS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS — (*continued*)			
Confidential inspector	Ellis B. Long	April 25, 1912	April 25, 1912	$8 00 per day.
Financial clerk	Vacancy	.....	.....	.....
Confidential stenographer	Leo C. Doran	Aug. 14, 1911	Aug. 14, 1911	$1,500 00
	COMPETITIVE CLASS			
Chief engineer	Paul McLoud	Oct. 7, 1902	Aug. 27, 1912	5,000 00
Assistant to first deputy	James T. Brady	Jan. 13, 1896	Oct. 24, 1911	2,750 00
Assistant to second deputy	Fred Buck	April 6, 1908	June 16, 1910	2,650 00
Division engineer	Spencer J. Stewart	Aug. 1, 1906	Mar. 1, 1909	3,000 00
Division engineer	F. S. Strong	Nov. 7, 1894	Oct. 2, 1911	3,000 00
Division engineer	James P. Morrissey	Oct. 1, 1911	Oct. 1, 1911	3,000 00
Division engineer	Perry Filkin	Jan. 13, 1896	Nov. 23, 1911	3,000 00
Resident engineer	Howard E. Smith	July 20, 1906	Nov. 1, 1907	2,400 00
Resident engineer	R. J. Marcher	Dec. 17, 1897	Dec. 1, 1906	2,400 00
Resident engineer	James E. Kelley	June 7, 1904	June 1, 1906	2,400 00
Resident engineer	George T. Keith	May 3, 1904	May 3, 1904	2,400 00
Resident engineer	J. R. Kaley	Dec. 1, 1896	Aug. 1, 1904	2,400 00
Resident engineer	Lemuel Holmes	Mar. 1, 1904	Feb. 1, 1912	2,400 00
Resident engineer	William C. Perkins	Sept. 17, 1906	May 7, 1912	2,400 00
District supervisor	Charles F. Chamberlain	June 11, 1906	July 1, 1910	2,000 00
District supervisor	Ira P. Cribb	July 5, 1905	July 1, 1910	2,000 00
District supervisor	Addison G. Getman	April 14, 1909	July 1, 1910	2,000 00
District supervisor	John Gick	May 1, 1906	July 1, 1910	2,000 00
District supervisor	John Gyer	Jan. 2, 1908	July 1, 1910	2,000 00
District supervisor	Frank J. McGuire	April 1, 1907	July 1, 1910	2,000 00
District supervisor	Edward Mason	Jan. 1, 1913	Jan. 1, 1913	2,000 00
District supervisor	Charles B. Perry	July 5, 1905	July 1, 1910	2,000 00
District supervisor	William B. Reed	April 16, 1910	Oct. 1, 1910	2,000 00

District supervisor	J. W. C. Van Arsdale	April 1, 1907	July 1, 1910	2,000 00
Superintendent of repairs	G. H. Brewster	Oct. 25, 1911	Oct. 25, 1911	1,950 00
Superintendent of repairs	Thomas Lynch	Mar. 1, 1912	Mar. 1, 1912	1,950 00
Superintendent of repairs	J. H. Meagher	Aug. 24, 1911	Aug. 24, 1911	1,950 00
Superintendent of repairs	George C. Mills	Aug. 12, 1912	Aug. 12, 1912	1,950 00
Superintendent of repairs	William J. Reardon	May 23, 1912	May 23, 1912	1,950 00
Superintendent of repairs	Esler Sherwood	Nov. 2, 1911	Nov. 2, 1911	1,950 00
Superintendent of repairs	W. J. Ward	Sept. 25, 1906	Aug. 12, 1912	1,950 00
First assistant engineer	Dudley P. Babcock	June 29, 1908	June 19, 1912	$7 00 per day.
First assistant engineer	L. G. Bayley	June 13, 1907	April 17, 1912	7 00 per day.
First assistant engineer	Ralph M. Bennett	June 13, 1907	June 21, 1912	7 00 per day.
First assistant engineer	George W. Bradley	April 19, 1907	April 18, 1912	7 00 per day.
First assistant engineer	Emory E. Brandow	June 10, 1907	June 1, 1912	7 00 per day.
First assistant engineer	F. W. Bristow	Sept. 1, 1900	Mar. 7, 1910	7 00 per day.
First assistant engineer	Charles C. Cassel	April 13, 1908	April 16, 1912	7 00 per day.
First assistant engineer	R. V. Collins	Oct. 4, 1906	April 18, 1912	7 00 per day.
First assistant engineer	Walter G. Craig	June 10, 1902	April 18, 1912	7 00 per day.
First assistant engineer	Thurman W. Dix	Aug. 26, 1910	April 16, 1912	7 00 per day.
First assistant engineer	Charles M. Edwards	Dec. 28, 1897	Jan. 17, 1910	7 00 per day.
First assistant engineer	George A. Ensign	Jan. 17, 1898	May 2, 1912	7 00 per day.
First assistant engineer	Ivan A. Farquhar	July 18, 1910	April 16, 1912	7 00 per day.
First assistant engineer	B. J. Finch	June 3, 1907	April 18, 1912	7 00 per day.
First assistant engineer	Charles T. Fisher	Aug. 14, 1905	Mar. 7, 1910	7 00 per day.
First assistant engineer	S. E. Fitch	July 25, 1910	April 19, 1912	7 00 per day.
First assistant engineer	S. W. Gage	May 11, 1904	April 16, 1912	7 00 per day.
First assistant engineer	E. Gerduldiger	Aug. 23, 1910	June 14, 1912	7 00 per day.
First assistant engineer	Lowell Grossman	Sept. 17, 1906	April 16, 1912	7 00 per day.
First assistant engineer	W. G. Harger	Dec. 26, 1906	April 17, 1912	7 00 per day.
First assistant engineer	Robert B. Hoadley, Jr.	June 8, 1908	April 17, 1912	7 00 per day.
First assistant engineer	Joel M. Howard	June 3, 1907	April 16, 1912	7 00 per day.
First assistant engineer	Ernest J. Howe	Aug. 13, 1906	Mar. 7, 1910	7 00 per day.
First assistant engineer	John H. Huber	Sept. 1, 1904	June 5, 1912	7 00 per day.
First assistant engineer	Leland W. Irish	May 9, 1906	April 16, 1912	7 00 per day.
First assistant engineer	John Philo Kelley	Sept. 1, 1902	Mar. 7, 1910	7 00 per day.
First assistant engineer	S. B. McDonald	June 25, 1906	June 8, 1912	7 00 per day.
First assistant engineer	Herbert L. Michael	Sept. 12, 1905	April 18, 1912	7 00 per day.
First assistant engineer	R. E. Miller	Aug. 3, 1906	April 17, 1912	7 00 per day.

DEPARTMENT OF HIGHWAYS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
First assistant engineer	F. J. Mulvaney	Aug. 17, 1903	June 21, 1912	$7 00 per day.
First assistant engineer	C. J. Myers	Mar. 2, 1906	April 18, 1912	7 00 per day.
First assistant engineer	Mark W. Nelson	Sept. 14, 1904	April 16, 1912	7 00 per day.
First assistant engineer	Arthur L. Northrup	April 8, 1907	Mar. 7, 1910	7 00 per day.
First assistant engineer	Clarence I. Peckham	June 23, 1909	June 21, 1912	7 00 per day.
First assistant engineer	Thomas D. Ringwood	Sept. 15, 1905	April 16, 1912	7 00 per day.
First assistant engineer	J. R. Rogers	April 9, 1908	April 19, 1912	7 00 per day.
First assistant engineer	J. D. Rutledge	Aug. 8, 1906	June 21, 1912	7 00 per day.
First assistant engineer	T. J. Schoenlaub	July 16, 1906	Mar. 7, 1910	7 00 per day.
First assistant engineer	Oscar M. Severson	June 3, 1907	May 1, 1912	7 00 per day.
First assistant engineer	Harold R. Starbird	July 1, 1908	Mar. 7, 1910	7 00 per day.
First assistant engineer	S. O. Steere	July 30, 1906	April 19, 1912	7 00 per day.
First assistant engineer	LeGrand Sterling	April 6, 1908	April 16, 1912	7 00 per day.
First assistant engineer	Emerson H. Stewart	Aug. 1, 1906	Mar. 7, 1910	7 00 per day.
First assistant engineer	Chester H. Stillman	April 13, 1908	June 19, 1912	7 00 per day.
First assistant engineer	Abram T. Van Horne	April 27, 1908	April 18, 1912	7 00 per day.
First assistant engineer	Percy Waller	Aug. 1, 1910	June 19, 1912	7 00 per day.
First assistant engineer	Warner G. White	Oct. 8, 1906	June 19, 1912	7 00 per day.
First assistant engineer	R. F. T. Wilke	June 20, 1906	April 16, 1912	7 00 per day.
First assistant engineer	J. B. Wright	Mar. 12, 1906	Mar. 7, 1910	7 00 per day.
First assistant engineer	Joseph H. Young	May 4, 1904	May 21, 1912	7 00 per day.
Assistant engineer	C. R. Allen, Jr	July 23, 1906	July 23, 1906	6 00 per day.
Assistant engineer	E. E. Allen	Aug. 22, 1910	Aug. 22, 1910	6 00 per day.
Assistant engineer	G. L. Baker	May 22, 1911	May 22, 1911	6 00 per day.
Assistant engineer	F. A. Biggi	June 5, 1906	Aug. 1, 1906	6 00 per day.
Assistant engineer	C. W. Brown	May 26, 1908	July 25, 1910	6 00 per day.
Assistant engineer	J. Otis Burt	June 6, 1904	April 1, 1907	6 00 per day.
Assistant engineer	Charles A. Carruth	Sept. 1, 1902	June 1, 1911	6 00 per day.

Assistant engineer	Dan W. Chamberlin	April 16, 1908	April 1, 1910	6 00 per day.
Assistant engineer	Harry C. Child	May 13, 1912	May 13, 1912	6 00 per day.
Assistant engineer	J. S. Clancy	Sept. 11, 1906	June 1, 1912	6 00 per day.
Assistant engineer	C. F. DeClercq	April 18, 1910	April 18, 1910	6 00 per day.
Assistant engineer	James B. Egbert	Dec. 16, 1907	July 23, 1910	6 00 per day.
Assistant engineer	Martin A. Finch	Dec. 16, 1907	May 1, 1909	6 00 per day.
Assistant engineer	G. A. Flynn	Nov. 10, 1908	Feb. 8, 1912	6 00 per day.
Assistant engineer	Philip L. Haas	May 1, 1908	May 1, 1908	6 00 per day.
Assistant engineer	H. N. Haight	June 14, 1906	July 23, 1910	6 00 per day.
Assistant engineer	Roy F. Hall	Aug. 1, 1904	April 1, 1910	6 00 per day.
Assistant engineer	Harvey F. Hawley	May 10, 1902	Aug. 6, 1906	6 00 per day.
Assistant engineer	H. J. Hemstreet	May 8, 1900	June 20, 1912	6 00 per day.
Assistant engineer	Elmer C. Lawton	July 1, 1907	Dec. 19, 1910	6 00 per day.
Assistant engineer	T. J. Long	Aug. 14, 1912	Aug. 14, 1912	6 00 per day.
Assistant engineer	Jerry P. Lynch	May 15, 1911	May 15, 1911	6 00 per day.
Assistant engineer	Franklin F. Miller	June 8, 1907	June 8, 1907	6 00 per day.
Assistant engineer	A. S. Mirick	Mar. 30, 1908	April 20, 1910	6 00 per day.
Assistant engineer	B. E. Moses	Aug. 14, 1902	Feb. 12, 1912	6 00 per day.
Assistant engineer	Walter J. O'Brien	July 22, 1908	May 21, 1912	6 00 per day.
Assistant engineer	George H. Penfield	Jan. 3, 1896	Mar. 1, 1906	6 00 per day.
Assistant engineer	C. A. Rice	July 23, 1908	April 1, 1912	6 00 per day.
Assistant engineer	Leigh Robartes	June 29, 1908	Feb. 7, 1912	6 00 per day.
Assistant engineer	James T. Schuyler	Mar. 29, 1907	Jan. 1, 1908	6 00 per day.
Assistant engineer	George C. See	Mar. 30, 1908	Mar. 30, 1908	6 00 per day.
Assistant engineer	A. L. Simmons	Mar. 15, 1906	Mar. 15, 1906	6 00 per day.
Assistant engineer	Joseph N. Slater	June 28, 1905	Mar. 1, 1906	6 00 per day.
Assistant engineer	James A. Small	April 13, 1908	June 21, 1912	6 00 per day.
Assistant engineer	M. S. Smith	Sept. 17, 1906	May 1, 1909	6 00 per day.
Assistant engineer	A. M. Snow	July 1, 1910	July 1, 1910	6 00 per day.
Assistant engineer	David D. Thompson	Dec. 6, 1909	June 1, 1911	6 00 per day.
Assistant engineer	Daniel R. Thornton	April 13, 1908	Aug. 23, 1910	6 00 per day.
Assistant engineer	Louis Wachtel	April 9, 1907	Feb. 8, 1912	6 00 per day.
Assistant engineer	Lee Walker	Feb. 10, 1906	July 23, 1910	6 00 per day.
Assistant engineer	Ray M. Wheeler	April 4, 1910	April 4, 1910	6 00 per day.
Assistant engineer	S. M. Witbeck	June 6, 1908	June 6, 1908	6 00 per day.
Assistant engineer	J. J. Young	Oct. 17, 1910	May 7, 1912	6 00 per day.

DEPARTMENT OF HIGHWAYS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Assistant engineer	C. H. Chilvers	Sept. 4, 1906	July 23, 1910	$5 50 per day
Assistant engineer	E. A. Dahmen	Aug. 3, 1906	Jan. 15, 1912	5 50 per day
Assistant engineer	W. E. Darrow	May 23, 1911	May 23, 1911	5 50 per day
Assistant engineer	James E. Gibbons, Jr.	April 22, 1912	April 22, 1912	5 50 per day
Assistant engineer	Leroy J. McCarty	Sept. 12, 1906	July 23, 1910	5 50 per day
Assistant engineer	H. S. Mattimore	May 3, 1900	May 20, 1912	5 50 per day
Assistant engineer	W. R. Trumbull	June 27, 1904	Feb. 8, 1912	5 50 per day
Assistant engineer	C. E. Anderson	Aug. 29, 1910	June 1, 1912	5 00 per day
Assistant engineer	William Beiermeister	June 25, 1908	June 19, 1912	5 00 per day
Assistant engineer	F. L. Bisbee	Sept. 8, 1902	July 23, 1910	5 00 per day
Assistant engineer	James G. Brennan	Aug. 2, 1910	Feb. 8, 1912	5 00 per day
Assistant engineer	Arthur G. Bruce	June 19, 1911	June 19, 1911	5 00 per day
Assistant engineer	R. J. Curtis	April 22, 1907	May 17, 1912	5 00 per day
Assistant engineer	Edmund C. Dollard	April 13, 1907	Feb. 8, 1912	5 00 per day
Assistant engineer	Harley Dunbar	July 2, 1908	May 2, 1912	5 00 per day
Assistant engineer	Harold Gillette	Aug. 11, 1910	Feb. 9, 1912	5 00 per day
Assistant engineer	Russell B. Graham	Oct. 8, 1906	May 20, 1912	5 00 per day
Assistant engineer	A. S. Hinman	July 5, 1912	July 5, 1912	5 00 per day
Assistant engineer	Robert C. Hunter	April 1, 1910	July 1, 1912	5 00 per day
Assistant engineer	A. D. Hyman	June 7, 1912	June 7, 1912	5 00 per day
Assistant engineer	G. C. Ingersoll	May 10, 1912	May 10, 1912	5 00 per day
Assistant engineer	Alfred J. Kaufman	Aug. 8, 1906	June 17, 1912	5 00 per day
Assistant engineer	Frederick Lichenstein	May 26, 1910	June 7, 1912	5 00 per day
Assistant engineer	H. G. McKelvey	Jan. 20, 1896	April 13, 1912	5 00 per day
Assistant engineer	P. F. Matteson	May 23, 1908	Feb. 8, 1912	5 00 per day
Assistant engineer	A. J. Muench	May 21, 1906	June 21, 1912	5 00 per day
Assistant engineer	Palmer F. Newell	Sept. 28, 1909	June 19, 1912	5 00 per day
Assistant engineer	Vibert L. Ostrander	April 1, 1910	June 19, 1912	5 00 per day

Assistant engineer	A. T. Paine	April 1, 1908	July 23, 1910	5 00 per day.
Assistant engineer	F. E. Reed	Aug. 2, 1906	Feb. 8, 1912	5 00 per day.
Assistant engineer	Lewis H. Rutherford	Aug. 8, 1910	Feb. 8, 1912	5 00 per day.
Assistant engineer	R. H. Sammons	Mar. 5, 1906	Feb. 8, 1912	5 00 per day.
Assistant engineer	Edwin M. Secrist	July 22, 1907	May 9, 1912	5 00 per day.
Assistant engineer	W. C. Slayton	June 29, 1908	May 8, 1912	5 00 per day.
Assistant engineer	Louis N. Sperry	June 10, 1912	June 10, 1912	5 00 per day.
Assistant engineer	Ernest M. Trefethen	May 30, 1912	May 30, 1912	5 00 per day.
Assistant engineer	J. A. Wallace	June 1, 1912	June 1, 1912	5 00 per day.
Assistant engineer	William T. Webb	June 27, 1912	June 27, 1912	5 00 per day.
Assistant engineer	H. A. Willis	June 8, 1908	Feb. 8, 1912	5 00 per day.
Assistant engineer	John L. Wissing	April 15, 1910	Feb. 23, 1912	5 00 per day.
Assistant engineer	Ray D. Wiswell	Aug. 1, 1907	May 25, 1912	5 00 per day.
Assistant engineer	George W. Wright	July 26, 1907	Feb. 8, 1912	5 00 per day.
Assistant engineer	George Yavroumis	April 16, 1912	April 16, 1912	5 00 per day.
Assistant engineer	D. A. Young	May 8, 1911	May 8, 1911	5 00 per day.
Assistant engineer	Howard C. Young	Aug. 25, 1910	Feb. 8, 1912	5 00 per day.
Bridge draftsman	Harry J. Clancy	Dec. 3, 1909	June 20, 1910	$1,500 00
Engineering draftsman	Elwood G. Blessing	Aug. 20, 1906	April 1, 1910	$5 00 per day.
Engineering draftsman	Schuyler De Puy	Mar. 19, 1908	Mar. 19, 1908	5 00 per day.
Engineering draftsman	E. C. Getty, Jr	Sept. 4, 1906	Oct. 25, 1909	5 00 per day.
Engineering draftsman	W. R. Gordon	July 1, 1902	Aug. 6, 1906	5 00 per day.
Engineering draftsman	William E. Petty	Sept. 1, 1902	Aug. 6, 1906	5 00 per day.
Engineering draftsman	Clark Sniggs	June 15, 1907	Dec. 8, 1910	5 00 per day.
Engineering draftsman	Albert W. Thayer	April 2, 1907	April 1, 1910	5 00 per day.
Engineering draftsman	Isidor Walzer	April 12, 1910	June 1, 1912	5 00 per day.
Engineering draftsman	Thomas L. Way	June 20, 1912	June 20, 1912	5 00 per day.
Engineering draftsman	E. A. Zorsch	July 1, 1905	Aug. 25, 1909	5 00 per day.
Engineering draftsman	J. Edward Mincher	July 22, 1908	July 22, 1908	4 50 per day.
Engineering draftsman	George A. Abbott	Sept. 18, 1907	Sept. 23, 1912	4 00 per day.
Engineering draftsman	Alphonse Carrera	May 6, 1907	June 22, 1907	4 00 per day.
Leveler	J. H. Adolph	May 25, 1908	Jan. 1, 1913	5 00 per day.
Leveler	C. C. Ahles	Aug. 1, 1906	Aug. 1, 1907	5 00 per day.
Leveler	J. H. Bolton	April 15, 1910	Feb. 8, 1912	5 00 per day.
Leveler	James K. Browne, Jr	Jan. 13, 1896	May 24, 1906	5 00 per day.
Leveler	Francis W. Burleigh	April 17, 1908	Feb. 9, 1912	5 00 per day.
Leveler	A. L. Bush	Sept. 6, 1907	July 23, 1910	5 00 per day.

DEPARTMENT OF HIGHWAYS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Leveler	James J. Doyle	April 6, 1908	April 6, 1908	$5 00 per day.
Leveler	Michael D. Dugan	April 6, 1908	Sept. 1, 1910	5 00 per day.
Leveler	Samuel Ehrenreich	May 4, 1908	July 25, 1910	5 00 per day.
Leveler	Albert R. Erskine	Feb. 17, 1908	Feb. 17, 1908	5 00 per day.
Leveler	E. DeV. Kelly	April 29, 1908	Feb. 8, 1912	5 00 per day.
Leveler	W. W. Moyer	Aug. 5, 1910	Aug. 5, 1910	5 00 per day.
Leveler	David Noonan	Aug. 6, 1906	Sept. 21, 1911	5 00 per day.
Leveler	H. P. O'Bryan	Oct. 11, 1905	June 20, 1912	5 00 per day.
Leveler	D. L. Palmer	July 26, 1909	May 22, 1912	5 00 per day.
Leveler	Ralph Russell	Feb. 20, 1894	June 12, 1899	5 00 per day.
Leveler	Harry T. Tuthill	Feb. 4, 1907	July 23, 1910	5 00 per day.
Leveler	Arthur E. Aldrich	June 8, 1908	Feb. 8, 1912	4 50 per day.
Leveler	Erwin E. Babcock	July 8, 1907	April 16, 1912	4 50 per day.
Leveler	Herman Boettger	June 27, 1910	Feb. 8, 1912	4 50 per day.
Leveler	W. J. Craig	Sept. 16, 1910	Feb. 8, 1912	4 50 per day.
Leveler	M. Friedlander	April 22, 1912	April 22, 1912	4 50 per day.
Leveler	F. L. Fuller	April 1, 1910	May 6, 1912	4 50 per day.
Leveler	Jesse L. Gibbs	June 27, 1910	Feb. 9, 1912	4 50 per day.
Leveler	A. T. Giddings	Sept. 16, 1910	Feb. 8, 1912	4 50 per day.
Leveler	H. H. Giles	June 16, 1910	Feb. 8, 1912	4 50 per day.
Leveler	J. S. Greenough	April 1, 1907	April 1, 1910	4 50 per day.
Leveler	Frank M. Harris	May 9, 1910	May 9, 1912	4 50 per day.
Leveler	H. A. Helling	June 27, 1910	Feb. 8, 1912	4 50 per day.
Leveler	William F. Holzschuh	April 1, 1910	Feb. 8, 1912	4 50 per day.
Leveler	John C. Lewin	Nov. 6, 1911	Feb. 12, 1912	4 50 per day.
Leveler	E. F. Ludden	May 10, 1912	May 10, 1912	4 50 per day.
Leveler	Frank B. McLean	May 10, 1912	May 10, 1912	4 50 per day.
Leveler	F. Mosley	June 17, 1910	Feb. 8, 1912	4 50 per day.

Leveler	Charles Osborne	June 22, 1908	June 22, 1908	4 50 per day.
Leveler	Ray E. Palmer	Oct. 1, 1909	May 22, 1912	4 50 per day.
Leveler	H. B. Parker	June 13, 1910	Feb. 8, 1912	4 50 per day.
Leveler	Harry W. Patterson	April 19, 1912	April 19, 1912	4 50 per day.
Leveler	James F. Scanlon	July 5, 1907	Feb. 8, 1912	4 50 per day.
Leveler	H. J. Spelman	June 25, 1910	Feb. 9, 1912	4 50 per day.
Leveler	Amasa E. Stewart	May 7, 1908	June 7, 1911	4 50 per day.
Leveler	Benjamin F. Taylor	April 20, 1908	Jan. 1, 1912	4 50 per day.
Leveler	G. A. Wellman	June 1, 1910	Feb. 12, 1912	4 50 per day.
Leveler	R. G. Williams	April 23, 1912	April 23, 1912	4 50 per day.
Rodman	W. J. Anderson	May 7, 1912	May 7, 1912	4 00 per day.
Rodman	William L. Blaum	May 23, 1910	May 23, 1910	4 00 per day.
Rodman	H. P. Condon	May 21, 1906	May 21, 1906	4 00 per day.
Rodman	Jasper T. Crawford	May 11, 1908	April 1, 1910	4 00 per day.
Rodman	F. J. Croissant	April 11, 1910	June 1, 1911	4 00 per day.
Rodman	Frank W. Donovan	April 1, 1910	April 1, 1910	4 00 per day.
Rodman	V. E. Haemmerlein	Aug. 29, 1910	May 17, 1912	4 00 per day.
Rodman	A. M. Kennedy	July 3, 1911	July 3, 1911	4 00 per day.
Rodman	H. R. Leland	May 4, 1908	April 1, 1910	4 00 per day.
Rodman	E. Clifford Loucks	May 29, 1912	May 29, 1912	4 00 per day.
Rodman	Joseph C. Lutkenhaus	Nov. 1, 1907	May 2, 1910	4 00 per day.
Rodman	J. J. McManus	April 14, 1911	April 14, 1911	4 00 per day.
Rodman	M. L. Mackey	June 8, 1910	Aug. 31, 1910	4 00 per day.
Rodman	Joseph F. Maher	Sept. 12, 1907	July 15, 1909	4 00 per day.
Rodman	C. A. Munson	May 20, 1912	May 20, 1912	4 00 per day.
Rodman	Dennis P. O'Neil	Oct. 21, 1907	Aug. 7, 1911	4 00 per day.
Rodman	Arthur Pearce	April 1, 1910	April 1, 1910	4 00 per day.
Rodman	Floyd H. Rood	May 24, 1912	May 24, 1912	4 00 per day.
Rodman	George E. Schaefer	June 1, 1910	June 1, 1911	4 00 per day.
Rodman	G. V. Sweet	April 6, 1908	April 17, 1911	4 00 per day.
Rodman	E. G. Van Derwerken	Dec. 19, 1910	June 1, 1911	4 00 per day.
Rodman	James B. White	April 14, 1911	April 14, 1911	4 00 per day.
Rodman	George H. Abbott	July 14, 1910	May 25, 1912	3 50 per day.
Rodman	Roy W. Ames	May 12, 1911	May 12, 1911	3 50 per day.
Rodman	G. V. R. Arthur	July 15, 1910	July 6, 1912	3 50 per day.
Rodman	Herman F. Brumm	May 13, 1912	May 13, 1912	3 50 per day.

DEPARTMENT OF HIGHWAYS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Rodman	James F. Campbell	May 9, 1910	June 1, 1912	$3 50 per day.
Rodman	Don E. Chamberlain	Aug. 15, 1910	May 9, 1912	3 50 per day.
Rodman	J. Colburn	June 1, 1912	June 1, 1912	3 50 per day.
Rodman	Harold L. Crafts	May 3, 1910	May 3, 1910	3 50 per day.
Rodman	Roy W. Crawford	Nov. 1, 1907	Aug. 8, 1912	3 50 per day.
Rodman	Louis L. Dollinger	April 24, 1912	April 24, 1912	3 50 per day.
Rodman	T. E. Finucane	April 15, 1910	April 15, 1910	3 50 per day.
Rodman	Walter Galloway	May 9, 1910	May 9, 1910	3 50 per day.
Rodman	Egbert T. Green	June 13, 1912	June 13, 1912	3 50 per day.
Rodman	E. Everett Harkness	April 14, 1910	April 14, 1910	3 50 per day.
Rodman	W. C. Harrington	June 10, 1912	June 10, 1912	3 50 per day.
Fodman	Burt C. Hayes	May 23, 1910	May 23, 1910	3 50 per day.
Rodman	W. J. Healey	April 5, 1910	June 1, 1912	3 50 per day.
Rodman	L. E. Jackson	Sept. 20, 1910	Sept. 20, 1910	3 50 per day.
Rodman	D. J. Keating	June 20, 1912	June 20, 1912	3 50 per day.
Rodman	Edward K. Keneston	July 18, 1908	April 14, 1911	3 50 per day.
Rodman	Ralph T. Kilbourn	May 9, 1910	May 9, 1910	3 50 per day.
Rodman	H. G. Krom	June 20, 1910	June 20, 1910	3 50 per day.
Rodman	Francis J. Lynch	June 15, 1908	May 14, 1912	3 50 per day.
Rodman	Thomas E. McGrath	April 27, 1908	April 12, 1911	3 50 per day.
Rodman	H. M. Merriman	June 20, 1910	May 8, 1912	3 50 per day.
Rodman	B. J. Morrison	Sept. 8, 1909	Aug. 8, 1912	3 50 per day.
Rodman	Alden J. Palmer	May 23, 1912	May 23, 1912	3 50 per day.
Rodman	A. H. Payne	Sept. 6, 1910	May 21, 1912	3 50 per day.
Rodman	Arthur J. Pierce	May 26, 1911	May 26, 1911	3 50 per day.
Rodman	Kurt G. Rauer	April 8, 1910	June 1, 1912	3 50 per day.
Rodman	H. M. Smith	Sept. 20, 1910	Sept. 20, 1910	3 50 per day.
Rodman	John J. Stahl	June 15, 1912	June 15, 1912	3 50 per day.

Rodman	Ernest J. Wakefield	April 1, 1910	May 20, 1912	3 50 per day.
Chainman	George H. Armstrong, Jr	April 20, 1908	April 1, 1910	3 00 per day.
Chainman	G. C. Baker	June 20, 1910	June 20, 1910	3 00 per day.
Chainman	Frank C. Buckley	Dec. 2, 1910	Dec. 2, 1910	3 00 per day.
Chainman	Earl J. Clark	July 24, 1908	July 24, 1908	3 00 per day.
Chainman	Patrick Clohessy	May 16, 1911	May 16, 1911	3 00 per day.
Chainman	Edw. D. Conroy	April 26, 1910	April 26, 1910	3 00 per day.
Chainman	D. P. Crowley	April 15, 1910	May 1, 1911	3 00 per day.
Chainman	John G. Davis	April 11, 1910	April 11, 1910	3 00 per day.
Chainman	John H. Dolan	May 29, 1911	May 29, 1911	3 00 per day.
Chainman	W. R. English	April 11, 1910	April 11, 1910	3 00 per day.
Chainman	C. H. Farnum	Sept. 6, 1910	May 21, 1911	3 00 per day.
Chainman	Frank T. Finnegan	Sept. 16, 1912	Sept. 16, 1912	3 00 per day.
Chainman	J. A. Flinn	Sept. 19, 1910	Sept. 19, 1910	3 00 per day.
Chainman	Aaron Holmes	April 5, 1910	April 5, 1910	3 00 per day.
Chainman	Morris Jaffe	May 8, 1911	May 8, 1911	3 00 per day.
Chainman	Matthew T. Lee	Aug. 8, 1910	Sept. 3, 1910	3 00 per day.
Chainman	Francis McCabe	Sept. 12, 1910	Sept. 12, 1910	3 00 per day.
Chainman	Virgil Markle	April 6, 1908	April 20, 1908	3 00 per day.
Chainman	F. J. Mayer	May 10, 1911	May 10, 1911	3 00 per day.
Chainman	J. Raymond Michaels	May 21, 1908	April 17. 1911	3 00 per day.
Chainman	H. P. Paddock	May 9, 1910	Sept. 14, 1910	3 00 per day.
Chainman	D. P. Roohan	July 27, 1911	July 27, 1911	3 00 per day.
Chainman	H. S. S. Sternberg	May 8, 1911	May 8, 1911	3 00 per day.
Chainman	Fred M. Teel	April 27, 1908	April 27, 1908	3 00 per day.
Chainman	E. W. Woodruff	May 3, 1911	Oct. 13, 1912	3 00 per day.
Chainman	Louis Zernowzer	July 27, 1910	May 15, 1911	3 00 per day.
Chainman	John J. Coleman	April 27, 1908	April 27, 1908	2 50 per day.
Chainman	Harry Cornell	Sept. 13, 1910	Sept. 13, 1910	2 50 per day.
Chainman	J. W. Diack	May 1, 1911	May 1, 1911	2 50 per day.
Chainman	John T. Ehleider	Aug. 8, 1910	June 1, 1912	2 50 per day.
Chainman	W. A. Fitzgerald	May 1, 1911	May 1, 1911	2 50 per day.
Chainman	C. W. Fulkerson	Oct. 17, 1910	May 24, 1911	2 50 per day.
Chainman	Frank L. Grady	May 23, 1912	May 23, 1912	2 50 per day.
Chainman	Allan A. Griffin	April 21, 1911	April 21, 1911	2 50 per day.
Chainman	J. J. Hagan	May 6, 1911	May 6, 1911	2 50 per day.
Chainman	A. E. Halligan	Sept. 6, 1910	Sept. 6, 1910	2 50 per day.

DEPARTMENT OF HIGHWAYS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Chainman	H. F. Harken	April 1, 1910	Sept. 8, 1910	$2 50 per day.
Chainman	Joseph M. Kells	May 18, 1908	April 17, 1911	2 50 per day.
Chainman	L. W. Kesler	May 24, 1912	May 24, 1912	2 50 per day.
Chainman	John L. Maynard	May 9, 1912	May 9, 1912	2 50 per day.
Chainman	E. M. O'Donnell	April 16, 1912	April 16, 1912	2 50 per day.
Chainman	Philip Reinherr	July 1, 1910	July 1, 1910	2 50 per day.
Chainman	F. C. Rolls	April 17, 1911	April 17, 1911	2 50 per day.
Chainman	R. L. Sibbold	May 24, 1912	May 24, 1912	2 50 per day.
Chainman	Irving F. Storm	April 20, 1908	May 4, 1911	2 50 per day.
Chainman	D. B. Trowbridge	April 1, 1910	May 23, 1911	2 50 per day.
Chainman	Herbert Tuttle	June 12, 1911	June 12, 1911	2 50 per day.
Chainman	Frank B. Watkins	July 2, 1910	July 2, 1910	2 50 per day.
Chainman	Oswald R. Whyte	May 24, 1912	May 24, 1912	2 50 per day.
Axeman	W. M. Francis	Oct. 11, 1910	June 20, 1912	2 50 per day.
Axeman	John F. Halpin	May 1, 1911	May 1, 1911	2 50 per day.
Axeman	Herbert Klaila	May 9, 1910	May 9, 1910	2 50 per day.
Axeman	D. L. Murlin	May 25, 1911	May 25, 1911	2 50 per day.
Axeman	I. R. Noble	April 1, 1910	April 1, 1910	2 50 per day.
Axeman	F. B. Ostrander	May 27, 1911	May 27, 1911	2 50 per day.
Axeman	Carlisle Pontius	Sept. 28, 1910	Sept. 28, 1910	2 50 per day.
Axeman	M. A. Sisson	Sept. 26, 1910	Sept. 26, 1910	2 50 per day.
Axeman	T. B. Smith	June 16, 1911	June 16, 1911	2 50 per day.
Axeman	Franklin H. Thomas	Nov. 1, 1907	April 21, 1910	2 50 per day.
Axeman	Harry J. Turner	Aug. 22, 1910	Aug. 22, 1910	2 50 per day.
Axeman	G. B. Wetherel	May 8, 1911	May 8, 1911	2 50 per day.
Axeman	Harry A. Bayly	Nov. 1, 1907	Nov. 1, 1907	2 25 per day.
Axeman	William Flattery	May 26, 1908	May 26, 1908	2 25 per day.
Axeman	Ralph Hamilton	Aug. 15, 1910	Aug. 15, 1910	2 25 per day.

Axeman	V. H. Jenner	April 15, 1910	April 15, 1910	2 25 per day.
Axeman	L. G. Lord	April 14, 1910	April 14, 1910	2 25 per day.
Axeman	I. H. McFalls	June 20, 1910	June 20, 1910	2 25 per day.
Axeman	W. H. McLeod	Sept. 27, 1910	Sept. 27, 1910	2 25 per day.
Axeman	Leo Mahar	May 6, 1911	May 6, 1911	2 25 per day.
Axeman	Joseph C. Myers	Aug. 1, 1910	Aug. 1, 1910	2 25 per day.
Axeman	W. F. Sheehan	April 24, 1911	April 24, 1911	2 25 per day.
Axeman	L. E. Southard	May 8, 1911	May 8, 1911	2 25 per day.
Axeman	Lee E. Stephan	Sept. 29, 1910	Sept. 29, 1910	2 25 per day.
Axeman	Van Vredenburg	Aug. 5, 1910	Aug. 5, 1910	2 25 per day.
Highway inspector	John Adair	July 12, 1909	July 12, 1909	4 50 per day.
Highway inspector	S. L. Adcook	May 27, 1909	May 27, 1909	4 50 per day.
Highway inspector	H. W. Barnes	Aug. 22, 1910	Aug. 22, 1910	4 50 per day.
Highway inspector	William E. Baron	June 17, 1907	April 13, 1908	4 50 per day.
Highway inspector	F. A. Bedell	Nov. 1, 1906	Nov. 1, 1906	4 50 per day.
Highway inspector	H. R. Bedell	June 27, 1904	Nov. 1, 1906	4 50 per day.
Highway inspector	E. S. Benedict	Mar. 28, 1910	Mar. 28, 1910	4 50 per day.
Highway inspector	E. W. Bentley	April 12, 1911	April 12, 1911	4 50 per day.
Highway inspector	P. J. Blake	Sept. 1, 1910	Sept. 1, 1910	4 50 per day.
Highway inspector	H. D. Bowen	Nov. 1, 1906	Nov. 1, 1906	4 50 per day.
Highway inspector	Edward P. Boyle	Feb. 18, 1907	April 2, 1908	4 50 per day.
Highway inspector	W. H. Breen	Sept. 1, 1904	April 15, 1907	4 50 per day.
Highway inspector	James A. Brennan	April 22, 1908	April 10, 1911	4 50 per day.
Highway inspector	D. J. Brown	April 1, 1907	April 6, 1908	4 50 per day.
Highway inspector	Leo M. Butler	June 12, 1911	June 12, 1911	4 50 per day.
Highway inspector	F. H. Carroll	Aug. 12, 1907	Nov. 1, 1911	4 50 per day.
Highway inspector	Harry A. Carroll	July 15, 1907	July 15, 1907	4 50 per day.
Highway inspector	F. M. Clark	Sept. 13, 1909	Sept. 13, 1909	4 50 per day.
Highway inspector	Charles O. Conger	Nov. 1, 1907	May 16, 1911	4 50 per day.
Highway inspector	Henry A. Conway	April 1, 1910	Dec. 8, 1911	4 50 per day.
Highway inspector	C. R. Cornwell	Aug. 12, 1907	Aug. 12, 1907	4 50 per day.
Highway inspector	Louis M. Cowen	Aug. 26, 1907	April 13, 1908	4 50 per day.
Highway inspector	J. J. Craven	Nov. 1, 1907	Oct. 3, 1911	4 50 per day.
Highway inspector	F. M. Cronin	June 14, 1911	June 14, 1911	4 50 per day.
Highway inspector	Patrick S. Daly	April 1, 1910	April 1, 1910	4 50 per day.
Highway inspector	William Dotie, Jr	May 25, 1908	May 25, 1908	4 50 per day.

DEPARTMENT OF HIGHWAYS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Highway inspector	F. M. Douglas	May 6, 1907	Aug. 16, 1910	$4 50 per day.
Highway inspector	James S. Douglass, Jr.	April 17, 1907	May 1, 1908	4 50 per day.
Highway inspector	John P. Dugan	Aug. 13, 1910	Aug. 13, 1910	4 50 per day.
Highway inspector	John B. Duignan	Aug. 12, 1907	Aug. 12, 1907	4 50 per day.
Highway inspector	L. Spencer Edwards	April 20, 1908	Sept. 9, 1910	4 50 per day.
Highway inspector	Walter R. Eggleston	Nov. 1, 1907	June 1, 1911	4 50 per day.
Highway inspector	George F. Eschwei	Nov. 1, 1907	May 11, 1911	4 50 per day.
Highway inspector	R. B. Evarts	Feb. 13, 1907	April 13, 1908	4 50 per day.
Highway inspector	M. J. Finneran	May 1, 1910	May 1, 1910	4 50 per day.
Highway inspector	D. J. Fitzgerald	July 15, 1907	July 15, 1907	4 50 per day.
Highway inspector	Charles Fosdick	June 25, 1900	Sept. 1, 1906	4 50 per day.
Highway inspector	William F. Gaffney	April 22, 1907	April 4, 1910	4 50 per day.
Highway inspector	E. B. Garrison	July 15, 1907	July 15, 1907	4 50 per day.
Highway inspector	G. J. Goehl	Nov. 1, 1906	Nov. 1, 1906	4 50 per day.
Highway inspector	W. Stanton Gray	July 15, 1907	July 15, 1907	4 50 per day.
Highway inspector	Charles F. Handrahan	April 1, 1910	April 1, 1910	4 50 per day.
Highway inspector	Martin D. Hanlon	Nov. 1, 1907	Jan. 8, 1912	4 50 per day.
Highway inspector	J. V. Harrington	Sept. 26, 1907	Sept. 26, 1907	4 50 per day.
Highway inspector	H. B. Harrison	May 16, 1907	April 20, 1908	4 50 per day.
Highway inspector	G. H. Harter	Nov. 1, 1906	Nov. 1, 1906	4 50 per day.
Highway inspector	F. W. Hartwell	Sept. 1, 1902	Sept. 1, 1906	4 50 per day.
Highway inspector	J. W. Holler	May 1, 1908	May 1, 1908	4 50 per day.
Highway inspector	A. G. Horne	Oct. 9, 1907	April 6, 1908	4 50 per day.
Highway inspector	Hiram G. Hotchkiss, Jr.	April 13, 1908	April 13, 1908	4 50 per day.
Highway inspector	C. A. Hulbert	July 15, 1907	July 15, 1907	4 50 per day.
Highway inspector	W. E. Lawrence Hunter	July 15, 1907	July 15, 1907	4 50 per day.
Highway inspector	J. F. Hussey	May 4, 1908	May 4, 1908	4 50 per day.
Highway inspector	Burt D. Isenhour	May 1, 1908	May 1, 1908	4 50 per day.

Highway inspector	Charles W. Johnson	April 13, 1908	April 13, 1908	4 50 per day.
Highway inspector	Albert J. Keating	April 6, 1908	Dec. 18, 1912	4 50 per day.
Highway inspector	James J. Keenan	April 11, 1908	April 11, 1908	4 50 per day.
Highway inspector	Arthur M. Kelly	April 20, 1908	May 11, 1911	4 50 per day.
Highway inspector	John J. Kinney	Nov. 1, 1907	Jan. 1, 1912	4 50 per day.
Highway inspector	Edward J. Kirk	Oct. 15, 1906	June 16, 1908	4 50 per day.
Highway inspector	H. A. Knapp	Mar. 15, 1907	Mar. 15, 1907	4 50 per day.
Highway inspector	Thomas M. Lawrence	April 17, 1907	April 6, 1908	4 50 per day.
Highway inspector	Thomas J. Love	Nov. 7, 1906	Nov. 7, 1906	4 50 per day.
Highway inspector	Warren Luther	April 1, 1907	Sept. 12, 1910	4 50 per day.
Highway inspector	J. McAleese	Oct. 14, 1911	Oct. 14, 1911	4 50 per day.
Highway inspector	William E. McCarthy	April 27, 1908	Aug. 19, 1910	4 50 per day.
Highway inspector	Charles R. McEllen	April 1, 1907	June 1, 1911	4 50 per day.
Highway inspector	Alex M. McEneny	May 1, 1908	May 1, 1908	4 50 per day.
Highway inspector	Frank H. McGuffie	May 26, 1911	May 26, 1911	4 50 per day.
Highway inspector	W. S. McLachlin	Oct. 12, 1906	Oct. 12, 1906	4 50 per day.
Highway inspector	William J. McVay	Dec. 1, 1907	Dec. 1, 1907	4 50 per day.
Highway inspector	C. R. Madden	Sept. 2, 1907	Sept. 2, 1907	4 50 per day.
Highway inspector	J. R. Mayhan	April 16, 1902	Nov. 1, 1906	4 50 per day.
Highway inspector	George H. Mahar	May 1, 1908	May 1, 1908	4 50 per day.
Highway inspector	Chauncey H. Mattison	Sept. 5, 1899	Oct. 1, 1906	4 50 per day.
Highway inspector	L. Mayersohn	April 20, 1911	April 20, 1911	4 50 per day.
Highway inspector	F. W. Mills	June 11, 1908	June 11, 1908	4 50 per day.
Highway inspector	F. H. Mongin	May 6, 1907	July 15, 1907	4 50 per day.
Highway inspector	Ray F. Mott	April 13, 1908	May 11, 1911	4 50 per day.
Highway inspector	John J. O'Hara, Jr.	May 16, 1904	April 15, 1907	4 50 per day.
Highway inspector	Edward J. Orcutt	Mar. 7, 1910	Mar. 7, 1910	4 50 per day.
Highway inspector	F. H. Owens	Dec. 1, 1896	Aug. 12, 1907	4 50 per day.
Highway inspector	Howard Paddock	May 9, 1908	Jan. 8, 1912	4 50 per day.
Highway inspector	E. W. Parsons	Oct. 1, 1906	Oct. 1, 1906	4 50 per day.
Highway inspector	W. M. Payne	Nov. 1, 1906	Nov. 1, 1906	4 50 per day.
Highway inspector	C. A. Perry	Sept. 16, 1911	Sept. 16, 1911	4 50 per day.
Highway inspector	Edward M. Poinan	Oct. 15, 1907	Mar. 15, 1910	4 50 per day.
Highway inspector	George F. Poinan	April 23, 1907	Dec. 2, 1907	4 50 per day.
Highway inspector	Harry E. Poole	Oct. 1, 1906	Oct. 1, 1906	4 50 per day.
Highway inspector	Martin D. Poulson	Aug. 6, 1907	Aug. 6, 1907	4 50 per day.

DEPARTMENT OF HIGHWAYS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Highway inspector	Harry F. Remde	May 26, 1908	Aug. 19, 1910	$4 50 per day.
Highway inspector	John B. Ryder	Oct. 1, 1906	Oct. 1, 1906	4 50 per day.
Highway inspector	A. H. Scheutzow	Mar. 12, 1906	Nov. 1, 1906	4 50 per day.
Highway inspector	John Schumann, Jr	May 1, 1908	May 1, 1908	4 50 per day.
Highway inspector	J. E. Snyder	Nov. 1, 1907	April 1, 1910	4 50 per day.
Highway inspector	D. B. Stitt	Aug. 22, 1907	Aug. 22, 1907	4 50 per day.
Highway inspector	Carroll I. Stratton	April 16, 1907	Sept. 1, 1910	4 50 per day.
Highway inspector	H. C. Titus	Jan. 3, 1896	June 2, 1902	4 50 per day.
Highway inspector	John S. Tracy	Sept. 14, 1911	Sept. 14, 1911	4 50 per day.
Highway inspector	J. H. Wallace	May 13, 1907	Sept. 12, 1910	4 50 per day.
Highway inspector	W. E. Waterbury	Oct. 1, 1903	Nov. 1, 1906	4 50 per day.
Highway inspector	E. F. Weeks	April 22, 1907	Aug. 12, 1907	4 50 per day.
Highway inspector	N. H. Whittemore	April 22, 1908	June 23, 1911	4 50 per day.
Highway inspector	George F. Wilcox	April 8, 1908	April 8, 1908	4 50 per day.
Highway inspector	J. G. Wynkoop	Nov. 1, 1906	Nov. 1, 1906	4 50 per day.
Highway inspector	Dwight Babcock	June 17, 1912	June 17, 1912	4 00 per day.
Highway inspector	John J. Carroll	June 23, 1908	June 23, 1908	4 00 per day.
Highway inspector	George Cornell	June 1, 1912	June 1, 1912	4 00 per day.
Highway inspector	William R. Davis	Nov. 1, 1907	Dec. 1, 1912	4 00 per day.
Highway inspector	Harvey G. Eckler	July 15, 1907	July 15, 1907	4 00 per day.
Highway inspector	E. J. Fitzmartin	June 20, 1907	May 4, 1911	4 00 per day.
Highway inspector	Adam Gervin	April 14, 1911	April 14, 1911	4 00 per day.
Highway inspector	Henry A. Gray	Aug. 22, 1910	Aug. 22, 1910	4 00 per day.
Highway inspector	Charles H. Harken	April 6, 1908	Sept. 18, 1911	4 00 per day.
Highway inspector	W. H. Hayes	Aug. 21, 1907	Aug. 21, 1907	4 00 per day.
Highway inspector	John F. Jahn	April 8, 1908	April 20, 1911	4 00 per day.
Highway inspector	George E. Kellogg	May 23, 1910	May 23, 1910	4 00 per day.
Highway inspector	R. Kirkpatrick	June 19, 1911	June 19, 1911	4 00 per day.

Highway inspector	Chester M. Lamb	May 31, 1912	May 31, 1912	4 00 per day.
Highway inspector	James C. Lovely	Aug. 1, 1910	Oct. 10, 1912	4 00 per day.
Highway inspector	Hugh J. Lunny	Mar. 16, 1910	Mar. 16, 1910	4 00 per day.
Highway inspector	Edward A. McCullough	April 22, 1907	Sept. 8, 1910	4 00 per day.
Highway inspector	Anthony V. Manley, Jr	Mar. 26, 1910	Mar. 26, 1910	4 00 per day.
Highway inspector	Edward Powers	Nov. 3, 1911	Nov. 3, 1911	4 00 per day.
Highway inspector	Herbert E. Reeves	April 11, 1907	Dec. 1, 1907	4 00 per day.
Highway inspector	William Rooney	Oct. 31, 1911	Oct. 31, 1911	4 00 per day.
Highway inspector	Charles B. Scib	May 20, 1907	April 20, 1911	4 00 per day.
Highway inspector	Willard Sheridan	July 12, 1909	July 12, 1909	4 00 per day.
Highway inspector	Charles F. Swain	Nov. 11, 1897	April 17, 1907	4 00 per day.
Highway inspector	Luke Van Valkenburg	Aug. 29, 1907	April 6, 1908	4 00 per day.
Highway inspector	A. J. Yaw	Mar. 14, 1912	Mar. 14, 1912	4 00 per day.
Highway inspector	Clarence C. Baker	July 15, 1907	July 15, 1907	3 50 per day.
Highway inspector	Andrew A. Carroll	April 6, 1908	Jan. 8, 1912	3 50 per day.
Highway inspector	W. L. Collins	April 1, 1912	April 1, 1912	3 50 per day.
Highway inspector	George W. Cook, Jr	May 11, 1908	Mar. 5, 1912	3 50 per day.
Highway inspector	John L. Curtin	Mar. 27, 1912	Mar. 27, 1912	3 50 per day.
Highway inspector	J. Raymond Curtin	May 18, 1908	April 1, 1912	3 50 per day.
Highway inspector	Richard F. Farley	May 11, 1912	May 11, 1912	3 50 per day.
Highway inspector	William C. Fox	May 8, 1908	Nov. 1, 1911	3 50 per day.
Highway inspector	Frank R. Hall	April 20, 1911	April 20, 1911	3 50 per day.
Highway inspector	Raymond Haverly	Sept. 6, 1902	May 18, 1912	3 50 per day.
Highway inspector	A. E. Howland	July 25, 1910	June 3, 1912	3 50 per day.
Highway inspector	Harry J. Kingsley	April 28, 1908	June 10, 1911	3 50 per day.
Highway inspector	C. W. Knowles	Oct. 1, 1909	June 21, 1911	3 50 per day.
Highway inspector	L. Y. McConnell	June 6, 1912	June 6, 1912	3 50 per day.
Highway inspector	John C. Mitchell	April 28, 1908	Oct. 17, 1910	3 50 per day.
Highway inspector	H. W. Morss	Nov. 9, 1910	Nov. 9, 1910	3 50 per day.
Highway inspector	Harry J. O'Connor	June 1, 1912	June 1, 1912	3 50 per day.
Highway inspector	J. Elliott Parker	Mar. 16, 1912	Mar. 16, 1912	3 50 per day.
Highway inspector	W. W. Phalen	July 1, 1910	April 1, 1912	3 50 per day.
Highway inspector	Charles Rodbourn	June 7, 1911	June 7, 1911	3 50 per day.
Highway inspector	T. J. Sullivan	June 1, 1912	June 1, 1912	3 50 per day.
Highway inspector	James A. Thompson	July 20, 1907	May 5, 1910	3 50 per day.
Highway inspector	George L. Van Hagen	April 6, 1908	July 12, 1911	3 50 per day.
Highway inspector	Harry L. Whitney	April 6, 1908	April 6, 1908	3 50 per day.

DEPARTMENT OF HIGHWAYS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Foreman of laborers	Charles Averill	April 1, 1912	April 1, 1912	$4 50 per day.
Foreman of laborers	Garret Barry	May 5, 1912	May 5, 1912	4 50 per day.
Foreman of laborers	Joseph A. Brady	April 3, 1912	April 3, 1912	4 50 per day.
Foreman of laborers	J. F. Caulfield	April 2, 1912	April 2, 1912	4 50 per day.
Foreman of laborers	Edwin C. Church	April 2, 1912	April 2, 1912	4 50 per day.
Foreman of laborers	J. Edward Collins	May 20, 1912	May 20, 1912	4 50 per day.
Foreman of laborers	G. M. Connelley	April 8, 1912	April 8, 1912	4 50 per day.
Foreman of laborers	Martin F. Connelly	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	T. F. Cottingham	April 4, 1912	April 4, 1912	4 50 per day.
Foreman of laborers	William J. Cregan	April 2, 1912	April 2, 1912	4 50 per day
Foreman of laborers	J. D. Cummings	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	Thomas F. Cummings	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	Frank C. Dawley	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	C. J. Denny	July 1, 1912	July 1, 1912	4 50 per day.
Foreman of laborers	Conrad N. Dietrick	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	J. F. Donovan, Jr	April 2, 1912	April 2, 1912	4 50 per day.
Foreman of laborers	James L. Doyle	April 2, 1912	April 2, 1912	4 50 per day.
Foreman of laborers	W. A. Eckes	April 2, 1912	April 2, 1912	4 50 per day.
Foreman of laborers	Henry A. Fehn	April 19, 1912	April 19, 1912	4 50 per day.
Foreman of laborers	Irving Feldman	June 27, 1912	June 27, 1912	4 50 per day.
Foreman of laborers	William L. Ferrick	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	David Finnerty	April 2, 1912	April 2, 1912	4 50 per day.
Foreman of laborers	Walter Fitzgibbons	April 8, 1912	April 8, 1912	4 50 per day.
Foreman of laborers	Frank P. Fobare	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	Thomas A. Fogarty	May 16, 1912	May 16, 1912	4 50 per day.
Foreman of laborers	C. J. W. Fowler	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	M. A. Gibson	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	John C. Gifford	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	Frank J. Gilmore	April 5, 1912	April 5, 1912	4 50 per day.

Foreman of laborers	Edgar L. Griswold	April 3, 1912	April 3, 1912	4 50 per day.
Foreman of laborers	Thomas F. Grogan	April 8, 1912	April 8, 1912	4 50 per day.
Foreman of laborers	Charles J. Hahn	April 2, 1912	April 2, 1912	4 50 per day.
Foreman of laborers	J. A. Halleran	April 3, 1912	April 3, 1912	4 50 per day.
Foreman of laborers	Stewart Hamilton	April 8, 1912	April 8, 1912	4 50 per day.
Foreman of laborers	Michael W. Hawley	April 2, 1912	April 2, 1912	4 50 per day.
Foreman of laborers	William W. Hubbard	May 15, 1912	May 15, 1912	4 50 per day.
Foreman of laborers	Michael W. Hughes	April 2, 1912	April 2, 1912	4 50 per day.
Foreman of laborers	William M. Kelly	April 3, 1912	April 3, 1912	4 50 per day.
Foreman of laborers	John V. Kempf	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	Frank Kennedy	May 22, 1912	May 22, 1912	4 50 per day.
Foreman of laborers	M. T. Kennedy	July 29, 1912	July 29, 1912	4 50 per day.
Foreman of laborers	J. P. Keough	July 23, 1912	July 23, 1912	4 50 per day.
Foreman of laborers	C. P. Krantz	April 4, 1912	April 4, 1912	4 50 per day.
Foreman of laborers	G. C. Lamoreaux	May 27, 1912	May 27, 1912	4 50 per day.
Foreman of laborers	John Lemmon	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	J. B. Lennox	April 2, 1912	April 2, 1912	4 50 per day.
Foreman of laborers	James McClary	April 3, 1912	April 3, 1912	4 50 per day.
Foreman of laborers	Robert C. McCreedy	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	John McDougall	April 8, 1912	April 8, 1912	4 50 per day.
Foreman of laborers	William A. Maloney	June 1, 1910	April 1, 1912	4 50 per day.
Foreman of laborers	John Mehigan	April 2, 1912	April 2, 1912	4 50 per day.
Foreman of laborers	D. J. Minahan	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	John S. Moran	April 2, 1912	April 2, 1912	4 50 per day.
Foreman of laborers	John P. Moroney	April 22, 1912	April 22, 1912	4 50 per day.
Foreman of laborers	Leo Morrissey	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	Thomas Mulroy	May 17, 1912	May 17, 1912	4 50 per day.
Foreman of laborers	D. A. Murphy	June 25, 1912	June 25, 1912	4 50 per day.
Foreman of laborers	Howard A. Murphy	April 4, 1912	April 4, 1912	4 50 per day.
Foreman of laborers	James Murray	April 10, 1912	April 10, 1912	4 50 per day.
Foreman of laborers	Martin A. Murray	April 3, 1912	April 3, 1912	4 50 per day.
Foreman of laborers	E. W. Murtha	April 3, 1912	April 3, 1912	4 50 per day.
Foreman of laborers	Alfred J. Nealer	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	Joseph B. O'Connor	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	Frank X. Petit	June 4, 1912	June 4, 1912	4 50 per day.
Foreman of laborers	M. I. Reagan	June 26, 1912	June 26, 1912	4 50 per day.

DEPARTMENT OF HIGHWAYS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Foreman of laborers	Leon L. Rider	April 1, 1912	April 1, 1912	$4 50 per day.
Foreman of laborers	Oscar Saunders	May 27, 1912	May 27, 1912	4 50 per day.
Foreman of laborers	John Slattery	May 27, 1912	May 27, 1912	4 50 per day.
Foreman of laborers	C. R. Taylor	May 21, 1912	May 21, 1912	4 50 per day.
Foreman of laborers	Thomas H. Thyer	April 6, 1908	May 1, 1912	4 50 per day.
Foreman of laborers	Joseph B. Weldon	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	W. W. White	April 2, 1912	April 2, 1912	4 50 per day.
Foreman of laborers	James Wood	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	Edward Woodcock	April 1, 1912	April 1, 1912	4 50 per day.
Foreman of laborers	George G. Baker	April 2, 1912	April 2, 1912	4 00 per day.
Foreman of laborers	John D. Cahill	April 2, 1912	April 2, 1912	4 00 per day.
Foreman of laborers	F. B. Cooley	April 9, 1912	April 9, 1912	4 00 per day.
Foreman of laborers	Charles J. Danaher	June 1, 1912	June 1, 1912	4 00 per day.
Foreman of laborers	Carson W. Hanks	May 31, 1912	May 31, 1912	4 00 per day.
Foreman of laborers	J. F. Kurlinski	April 8, 1912	April 8, 1912	4 00 per day.
Foreman of laborers	John P. McGraw	April 15, 1912	April 15, 1912	4 00 per day.
Foreman of laborers	Martin F. Milan	April 1, 1912	April 1, 1912	4 00 per day.
Foreman of laborers	John Murray	April 2, 1912	April 2, 1912	4 00 per day.
Foreman of laborers	Patrick A. Murty	April 2, 1912	April 2, 1912	4 00 per day.
Foreman of laborers	George E. Williams	April 2, 1912	April 2, 1912	4 00 per day.
Foreman of laborers	Charles E. Beeman	May 1, 1912	May 1, 1912	3 50 per day.
Foreman of laborers	D. D. Buckley	April 1, 1912	April 1, 1912	3 50 per day.
Foreman of laborers	W. H. Christie	April 8, 1912	April 8, 1912	3 50 per day.
Foreman of laborers	Charles Coyle	April 2, 1912	April 2, 1912	3 50 per day.
Foremon of laborers	William R. Curley	April 1, 1912	April 1, 1912	3 50 per day.
Foreman of laborers	George I. Cushman	April 2, 1912	April 2, 1912	3 50 per day.
Foreman of laborers	Charles J. Delaney	April 1, 1912	April 1, 1912	3 50 per day.
Foreman of laborers	W. E. De Long	April 1, 1912	April 1, 1912	3 50 per day.

Foreman of laborers	Philip S. Dormandy	April 4, 1912	April 4, 1912	3 50 per day.
Foreman of laborers	Barney H. Elman	April 5, 1912	April 5, 1912	4 50 per day.
Foreman of laborers	William M. Fallon	April 2, 1912	April 2, 1912	3 50 per day.
Foreman of laborers	Dennis C. Flanagan	April 1, 1912	April 1, 1912	3 50 per day.
Foreman of laborers	Samuel B. Furman	April 13, 1912	April 13, 1912	3 50 per day.
Foreman of laborers	C. F. Gallagher	April 3, 1912	April 3, 1912	3 50 per day.
Foreman of laborers	James T. Gibbons	April 2, 1912	April 2, 1912	3 50 per day.
Foreman of laborers	Edward D. Haley	April 6, 1912	April 6, 1912	3 50 per day.
Foreman of laborers	Raymond Husted	April 1, 1912	April 1, 1912	3 50 per day.
Foreman of laborers	Thomas D. Jaekel	April 2, 1912	April 2, 1912	3 50 per day.
Foreman of laborers	Charles R. Judson	April 17, 1912	April 17, 1912	3 50 per day.
Foreman of laborers	R. T. Kelly	Nov. 1, 1907	April 1, 1912	3 50 per day.
Foreman of laborers	Ephraim H. Keyes	April 2, 1912	April 2, 1912	3 50 per day.
Foreman of laborers	Percy C. Lance	April 3, 1912	April 3, 1912	3 50 per day.
Foreman of laborers	John Z. Le Fevre	April 4, 1912	April 4, 1912	3 50 per day.
Foreman of laborers	D. F. J. McEllen	June 10, 1912	June 10, 1912	3 50 per day.
Foreman of laborers	Thomas S. McGrath	April 1, 1912	April 1, 1912	3 50 per day.
Foreman of laborers	Arthur McManus	April 1, 1912	April 1, 1912	3 50 per day.
Foreman of laborers	J. H. Maloney	Nov. 1, 1907	April 1, 1912	3 50 per day.
Foreman of laborers	William H. Martin	April 3, 1912	April 3, 1912	3 50 per day.
Foreman of laborers	Frank J. Matty	April 1, 1912	April 1, 1912	3 50 per day.
Foreman of laborers	Rudolph Mehrman	April 5, 1910	June 10, 1912	3 50 per day.
Foreman of laborers	Peter J. Morgan	April 4, 1912	April 4, 1912	3 50 per day.
Foreman of laborers	Edward E. O'Brien	April 1, 1912	April 1, 1912	3 50 per day.
Foreman of laborers	John H. O'Connor	April 2, 1912	April 2, 1912	3 50 per day.
Foreman of laborers	Francis J. O'Neill	Nov. 1, 1907	April 1, 1912	3 50 per day.
Foreman of laborers	Charles A. Reidy	April 1, 1912	April 1, 1912	3 50 per day.
Foreman of laborers	Martin A. Richards	June 24, 1912	June 24, 1912	3 50 per day.
Foreman of laborers	I. A. Rosa	April 1, 1912	April 1, 1912	3 50 per day.
Foreman of laborers	Solomon Rosenzweig	April 1, 1912	April 1, 1912	3 50 per day.
Foreman of laborers	Martin L. Scanlon	April 2, 1912	April 2, 1912	3 50 per day.
Foreman of laborers	W. C. Shaper	April 3, 1912	April 3, 1912	3 50 per day.
Foreman of laborers	Frank W. Sharpe	Aug. 13, 1909	April 1, 1912	3 50 per day.
Foreman of laborers	Robert J. Tuohy	June 22, 1908	April 1, 1912	3 50 per day.
Foreman of laborers	William Winters	April 2, 1912	April 2, 1912	3 50 per day.
Tracer	G. M. Quackenbush	May 25, 1909	Dec. 1, 1909	$1,000 00

DEPARTMENT OF HIGHWAYS — (*concluded*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Tracer	A. C. Thomas	April 1, 1910	April 1, 1910	$1,000 00
Tracer	John S. Heath	Nov. 12, 1906	Nov. 12, 1906	1,000 00
Tracer	C. S. Allen	Feb. 1, 1906	Aug. 1, 1910	900 00
Tracer	H. C. Quick	July 22, 1912	July 22, 1912	900 00
Tracer	Harold W. Taaffe	April 15, 1910	June 19, 1912	900 00
Tracer	A. J. Van Benschoten	July 8, 1912	July 8, 1912	480 00
Office accountant	Walter G. Edgerton	April 6, 1908	July 1, 1910	1,800 00
Auditor of accounts	John J. Glynn	Nov. 1, 1907	May 1, 1909	1,500 00
Auditor of accounts	John J. Brennan	Nov. 1, 1907	Sept. 12, 1910	1,500 00
Title maker	P. H. Reynolds	Mar. 21, 1912	Oct. 1, 1912	1,500 00
Claim agent	John H. Richardson	Nov. 23, 1911	Nov. 23, 1911	$6 00 per day.
Chemist	Joseph E. Myers	Mar. 12, 1906	Aug. 1, 1909	6 00 per day.
Chemist	Walter C. Chalker	July 26, 1909	July 26, 1909	5 00 per day.
Estimate clerk	Howard U. Lyon	May 16, 1900	Oct. 1, 1903	$2,400 00
Estimate clerk	W. B. Strong	Jan. 13, 1896	Oct. 1, 1903	2,400 00
Estimate clerk	A. B. Culver	Nov. 12, 1906	Sept. 1, 1910	2,100 00
Estimate clerk	David W. Scripture	Mar. 12, 1906	Sept. 1, 1909	1,800 00
Estimate clerk	Daniel M. Edgerton	Mar. 29, 1909	Mar. 29, 1909	1,800 00
Clerk	Wayne Willmarth	Sept. 1, 1908	Nov. 1, 1909	1,500 00
Clerk	William L. Johnson	Mar. 9, 1908	July 1, 1910	1,500 00
Clerk	Jacob H. Mann	Oct. 1, 1905	April 7, 1909	1,200 00
Clerk	Marianna Brother	Sept. 16, 1907	Sept. 16, 1907	1,200 00
Stenographer and clerk	B. L. Fredendall	Nov. 3, 1906	July 1, 1912	1,800 00
Stenographer	Hiram W. Cowlbeck	May 24, 1906	May 24, 1906	1,500 00
Stenographer	Valentina Brother	Jan. 8, 1906	Jan. 8, 1906	1,200 00
Stenographer	Margaret J. Buckley	Jan. 13, 1908	Jan. 13, 1908	1,200 00
Stenographer	James S. Clair	April 20, 1908	April 20, 1908	1,200 00
Stenographer	Elizabeth A. Crowl	Sept. 12, 1907	Sept. 12, 1907	1,200 00
Stenographer	Helen A. Dolan	Oct. 1, 1908	Mar. 16, 1909	1,200 00

Stenographer	Bessie G. Healey	Sept. 9, 1909	Sept. 9, 1909	1,200 00
Stenographer	Lena N. Lewis	Aug. 2, 1909	Aug. 2, 1909	1,200 00
Stenographer	Mary MacArthur	Dec. 2, 1907	Mar. 8, 1909	1,200 00
Stenographer	Lucy MacCormack	Jan. 15, 1908	Jan. 15, 1908	1,200 00
Stenographer	Marguerite A. Marshall	Mar. 3, 1909	Mar. 3, 1909	1,200 00
Stenographer	C. H. Morgan	Aug. 22, 1906	Aug. 22, 1906	1,200 00
Stenographer	James A. Reany	Sept. 4, 1911	May 13, 1912	1,200 00
Stenographer	Bessie Reiner	Mar. 3, 1909	Mar. 3, 1909	1,200 00
Stenographer	T. C. Sweet	April 1, 1888	April 1, 1888	1,200 00
Stenographer	Rhea Conway	May 17, 1910	May 17, 1910	900 00
Stenographer	Christine M. Criddle	April 14, 1910	April 14, 1910	900 00
Stenographer	Mrs. Cora L. Kent	Sept. 28, 1910	Sept. 28, 1910	900 00
Stenographer	Jennie A. McDonough	June 4, 1910	June 4, 1910	900 00
Stenographer	Cecelia L. O'Brien	April 16, 1911	April 16, 1911	900 00
Stenographer	Mary R. Brady	Mar. 6, 1912	Mar. 6, 1912	720 00
Stenographer	Catherine Brennan	Feb. 6, 1912	Feb. 6, 1912	720 00
Stenographer	Minnie G. Carey	April 3, 1912	April 3, 1912	720 00
Stenographer	Helen K. Cassley	July 16, 1912	July 16, 1912	720 00
Stenographer	Amy Clough	July 19, 1912	July 19, 1912	720 00
Stenographer	Sadie Cohen	April 1, 1912	April 1, 1912	720 00
Stenographer	Eleanor M. Garland	April 17, 1911	Mar. 21, 1912	720 00
Stenographer	Anna A. Hogan	Mar. 19, 1912	Mar. 19, 1912	720 00
Stenographer	Rose M. Riley	Oct. 1, 1911	Oct. 1, 1911	720 00
Stenographer	Matilda Sheer	Jan. 11, 1912	Jan. 11, 1912	720 00
Stenographer	Bessie Walsh	Feb. 5, 1912	Feb. 5, 1912	720 00
Stenographer	Katherine R. Walsh	Dec. 1, 1910	April 3, 1912	720 00
Stenographer	May E. Lynch	April 16, 1911	April 16, 1911	600 00
Stenographer	Elizabeth A. Newell	Feb. 1, 1912	Feb. 1, 1912	600 00
Stenographer	Catherine S. Riley	May 7, 1912	May 7, 1912	480 00
Typewriter copyist	Lillian W. Temple	Oct. 1, 1912	Oct. 1, 1912	900 00
Typewriter copyist	Agnes S. Tait	June 19, 1912	June 19, 1912	720 00
Typewriter copyist	Anna M. O'Hara	Jan. 9, 1911	May 20, 1912	720 00
Typewriter copyist	Sabina Dwyer	Jan. 9, 1911	Aug. 16, 1912	720 00
Messenger	Thomas F. Smyth	Nov. 1, 1907	Mar. 17, 1910	1,200 00
Messenger	John J. Bergen	Feb. 25, 1907	Nov. 13, 1911	1,200 00
Messenger	William M. McCartan	July 11, 1910	Jan. 1, 1912	720 00

HOSPITAL COMMISSION

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE			
Commissioner (chairman)	James V. May, M. D.	Oct. 15, 1902	Jan. 1, 1912	$7,500 00
Commissioner	Fred H. Parker	Nov. 19, 1912	Nov. 19, 1912	5,000 00
Commissioner	Vacancy	.....	.....	5,000 00
	EXEMPT CLASS			
Secretary	T. E. McGarr	Sept. 30, 1878	June 5, 1889	5,000 00
Collection attorney	William G. Dargan	Feb. 19, 1912	Feb. 19, 1912	2,500 00
	COMPETITIVE CLASS			
Treasurer, state hospitals	S. Louis Schmitzer	May 8, 1911	May 8, 1911	4,500 00
Chief examiner, board of alienists	George B. Campbell	Aug. 2, 1904	Mar. 1, 1912	5,000 00
First deputy medical examiner	John I. McKelway	April 19, 1903	Aug. 1, 1912	4,000 00
Chief interpreter and transportation agent	Edward F. Barkman	Nov. 1, 1912	Nov. 1, 1912	1,500 00
Transportation agent	May V. Flynn	April 24, 1912	April 24, 1912	744 00
Auditor	Fred W. Kyte	May 9, 1898	May 1, 1911	4,000 00
Assistant to auditor	John H. Flinn	May 5, 1895	May 1, 1911	2,500 00
Medical inspector	Walter G. Ryon	Jan. 17, 1912	Jan. 17, 1912	4,500 00
Inspector of buildings	Charles B. Dix	Sept. 7, 1911	Sept. 7, 1911	4,000 00
Inspector of supplies	Edward D. Spencer	Sept. 7, 1911	Sept. 7, 1911	4,000 00
Assistant secretary	Louis W. Farrington	Feb. 1, 1911	Aug. 1, 1911	2,000 00
Special agent	W. J. Bedenkapp	May 1, 1896	May 1, 1896	$5 00 per day.
Special agent	Murray Benham	Mar. 1, 1898	Mar. 1, 1898	5 00 per day.
Special agent	A. B. Hause	May 10, 1906	May 10, 1906	5 00 per day.
Special agent	Homer C. Babcock	July 2, 1906	July 2, 1906	5 00 per day.
Statistician and editor	Horatio M. Pollock	Nov. 1, 1911	Nov. 1, 1911	$2,500 00

Statistician	Mason C. Hutchins	April 11, 1911	April 11, 1911	$6 00 per day.
Bookkeeper	Francis U. Burke	Nov. 4, 1893	May 8, 1911	$2,000 00
Voucher clerk	Z. Francis Shafer	June 1, 1894	May 1, 1911	1,800 00
Voucher clerk	Helen H. Betzinger	Dec. 3, 1896	June 26, 1911	1,600 00
Voucher clerk	Lillian A. Walker	July 9, 1894	July 9, 1894	1,500 00
Voucher clerk	Frank O. Bauer	Dec. 16, 1907	Nov. 16, 1911	1,000 00
Clerk	Margaret D. Gibb	Oct. 10, 1898	Oct. 10, 1898	1,700 00
Clerk	Adelaide M. Conklin	Dec. 26, 1900	Dec. 26, 1900	1,500 00
Clerk	William J. Fisher	Nov. 1, 1904	Oct. 1, 1907	1,000 00
Clerk	Frank J. Cunningham	Sept. 1, 1910	Sept. 1, 1910	700 00
Stenographer	Dorothy E. Dorn	Jan. 22, 1906	Dec. 24, 1906	1,500 00
Stenographer	F. Van Thompson	Nov. 9, 1911	Nov. 9, 1911	1,500 00
Stenographer	Grace E. Hobbs	Jan. 23, 1903	Oct. 1, 1908	1,200 00
Stenographer	Beth Carroll	June 7, 1909	Sept. 16, 1911	1,200 00
Stenographer	Dudley B. Mattice	Oct. 17, 1910	Sept. 11, 1911	1,000 00
Stenographer	Elizabeth Delaney	April 23, 1912	April 23, 1912	720 00
Typewriter copyist	Genevieve R. Vavasour	Jan. 9, 1911	May 15, 1912	600 00
Typewriter copyist	Clara E. Rausch	Aug. 12, 1912	Dec. 1, 1912	480 00
Page	Daniel J. Doran	Jan. 2, 1911	Jan. 2, 1911	480 00
Page	Joseph A. Cunningham	Oct. 5, 1912	Oct. 5, 1912	360 00

NON-COMPETITIVE CLASS

Interpreter and transportation agent	Leon Feldman	Nov. 15, 1912	Nov. 15, 1912	750 00

COMMITTEE ON JOINT PURCHASE OF SUPPLIES, STATE HOSPITALS

COMPETITIVE CLASS

Secretary	Frederick A. Wheeler	Oct. 1, 1895	Oct. 18, 1911	4,000 00
Stenographer	Emma L. Papen	Jan. 8, 1912	Jan. 8, 1912	900 00
Stenographer	Katherine I. Collins	Jan. 3, 1912	Jan. 3, 1912	600 00
Clerk	Elizabeth Young	June 18, 1902	Aug. 1, 1911	1,500 00
Clerk	Mary A. McDonough	July 7, 1902	Dec. 29, 1911	600 00
Junior clerk	Martin J. Flynn	May 16, 1910	Dec. 1, 1911	600 00
Chemist	Bert E. Nelson	Aug. 1, 1912	Aug. 1, 1912	600 00

PSYCHIATRIC INSTITUTE

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS			
Director	August Hoch	Feb. 1, 1910	Feb. 1, 1910	$4,000 00
Chief associate in neuro-pathology	Charles B. Dunlap	May 1, 1902	May 1, 1902	3,500 00
Senior assistant physician	William W. Wright	Sept. 12, 1906	July 1, 1912	1,800 00
Junior physician	Glenn E. Myers	July 15, 1911	July 15, 1911	1,200 00
Secretary	Wm. R. Van Koughnet	May 1, 1897	July 1, 1902	1,400 00
Stenographer	Clementine E. Dunbar	Jan. 2, 1907	Oct. 15, 1910	1,020 00
Photographic assistant	J. S. Halupka	Nov. 29, 1909	Nov. 29, 1909	900 00
	NON-COMPETITIVE CLASS			
Medical interne	Clarence O. Cheney	June 9, 1911	Jan. 1, 1913	1,000 00
Special attendant	Patrick May	June 1, 1902	June 1, 1902	750 00
Attendant	Mrs. Mary Wier	Jan. 25, 1908	Jan. 25, 1908	348 00
Laboratory helper	Fanny C. Hirsig	Mar. 20, 1905	Mar. 20, 1905	720 00
Laboratory helper	Carrie Junge	Mar. 1, 1911	Mar. 1, 1911	600 00
Laboratory helper	Lillian A. Garrett	Mar. 12, 1912	Mar. 12, 1912	540 00
Laboratory helper	Caroline E. Linklater	July 1, 1912	July 1, 1912	480 00

INSURANCE DEPARTMENT

	UNCLASSIFIED SERVICE			
Superintenden	William T. Emmet	Feb. 20, 1912	Feb. 20, 1912	10,000 00
	EXEMPT CLASS			
First deputy superintendent	Henry D. Appleton	June 1, 1883	May 1, 1908	6,500 00
Second deputy superintendent (New York office)	James J. Hoey	May 1, 1912	May 1, 1912	5,000 00
Third deputy superintendent (New York office)	Dennis A. Spelissy	Mar. 12, 1912	Mar. 12, 1912	4,500 00
Counsel	Alfred J. Talley	Mar. 9, 1912	Mar. 9, 1912	5,000 00
Cashier	William F. Callan	July 16, 1912	July 16, 1912	3,000 00
Recorder	Eckford C. De Kay	Jan. 1, 1913	Jan. 1, 1913	3,500 00

Private secretary and confidential stenographer	Mary C. Newton	Nov. 14, 1906	April 1, 1912	1,800 00
Confidential stenographer (New York office)	Florence M. Brunson	Sept. 13, 1912	Sept. 13, 1912	1,200 00
Confidential investigator	Hurlbut de W. Bodmer	Dec. 9, 1912	Dec. 9, 1912	1,500 00
Confidential investigator	Richard J. McElliott	Dec. 9, 1912	Dec. 9, 1912	1,500 00
Confidential investigator	John J. McGlynn	Dec. 9, 1912	Dec. 9, 1912	1,500 00
Confidential investigator	Edward J. O'Dea	Dec. 9, 1912	Dec. 9, 1912	1,500 00
Confidential investigator	Vacancy	.....	.....	.....
Appraiser	Vacancy	.....	.....	.....
Appraiser	Vacancy	.....	.....	.....
Appraiser	Vacancy	.....	.....	.....
Appraiser	Vacancy	.....	.....	.....
	COMPETITIVE CLASS			
Auditor and assistant actuary	Joseph H. Woodward	June 5, 1908	June 5, 1908	5,000 00
Assistant auditor	Nathan Beckwith	Feb. 14, 1907	April 13, 1910	3,000 00
Chief actuary	John S. Paterson	May 1, 1896	May 1, 1896	5,000 00
Assistant actuary	David H. Keefer	June 1, 1889	June 1, 1889	3,200 00
Assistant actuary	James E. Cross	Jan. 13, 1893	Jan. 13, 1893	2,400 00
Chief, liquidation bureau	Frederic G. Dunham	April 18, 1910	April 18, 1910	4,000 00
Chief, bureau of co-operative companies	George E. Merigold	Mar. 24, 1910	Nov. 1, 1911	4,000 00
Chief, bureau of assessment and fraternal corporations	Thomas F. Behan	May 28, 1883	May 15, 1912	4,000 00
Chief, bureau of accounts	Thomas W. Meaney	June 15, 1894	Oct. 1, 1912	4,000 00
Chief clerk, agents appointment bureau	Charles A. Nicholl	Feb. 1, 1891	July 15, 1911	2,000 00
Registrar	John S. Andrews	Jan. 1, 1899	Oct. 1, 1908	2,500 00
Statistician and chief clerk	Charles S. Crippen	Jan. 1, 1890	Aug. 16, 1912	3,300 00
Assistant statistician	F. Clifford Willis	Feb. 18, 1904	Nov. 25, 1908	2,000 00
Assistant statistician	Solon M. Becker	April 8, 1907	Oct. 2, 1911	1,800 00
Assistant chief clerk	Edwin M. Cadman	Aug. 1, 1897	Oct. 26, 1906	2,400 00
Tax clerk	John T. Wilkins	May 1, 1900	June 19, 1912	3,500 00
General clerk	George B. Fowler	June 7, 1899	Oct. 11, 1907	1,800 00
Actuarial clerk	Thomas J. Judge	July 1, 1891	Oct. 11, 1907	1,500 00
Actuarial clerk	C. Mortimer Odell	Jan. 23, 1888	Oct. 11, 1907	1,500 00
Actuarial clerk	Campbell W. Witbeck	Dec. 27, 1898	Oct. 11, 1907	1,500 00
Actuarial clerk	Robert D. Kennedy	May 21, 1896	Oct. 11, 1907	1,500 00
Actuarial clerk	W. E. Howard	Mar. 16, 1903	Feb. 17, 1908	1,500 00
Correspondence clerk	Mary L. Waite	Aug. 9, 1893	Oct. 1, 1912	1,800 00

INSURANCE DEPARTMENT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Filing clerk	Gertrude M. McPike	Aug. 20, 1909	Aug. 1, 1912	$900 00
Clerk	Emma C. Maycrink	June 22, 1908	June 22, 1908	1,500 00
Clerk	Madeline Woodcock	April 25, 1904	Jan. 17, 1910	1,500 00
Clerk	Alexander Clarke	Feb. 27, 1883	Feb. 27, 1883	1,500 00
Clerk	Leon M. Shapiro	June 22, 1908	June 22, 1908	1,440 00
Clerk	Laura A. Tallmadge	Feb. 7, 1900	Mar. 16, 1908	1,200 00
Clerk	Bertha G. Thom	Sept. 10, 1906	Sept. 1, 1908	1,200 00
Clerk	M. Elizabeth McEntee	July 20, 1908	July 20, 1908	1,200 00
Clerk	Louise H. Tracy	Nov. 15, 1909	Nov. 15, 1909	1,200 00
Clerk	Mayme M. Styles	Jan. 17, 1910	Jan. 17, 1910	1,140 00
Clerk	Helen M. Baus	Oct. 3, 1910	Oct. 3, 1910	1,140 00
Clerk	Fannie G. Schlesinger	Dec. 19, 1899	Nov. 1, 1909	900 00
Clerk	Agnes Kenny	Oct. 11, 1898	Jan. 15, 1910	900 00
Clerk	Mary W. Kearney	Jan. 13, 1908	Aug. 15, 1908	900 00
Clerk	Florence E. Bentley	Jan. 23, 1899	Mar. 28, 1910	900 00
Clerk	Grace L. Pearsall	April 11, 1910	April 11, 1910	900 00
Clerk	Mabel C. Stackhouse	Nov. 1, 1908	Jan. 15, 1910	900 00
Clerk	Grace M. Scott	Jan. 8, 1908	Mar. 1, 1911	900 00
Clerk	Anna M. Wolfe	Feb. 7, 1900	Dec. 1, 1911	900 00
Clerk	Julia E. Boyle	Dec. 1, 1906	Jan. 1, 1912	900 00
Clerk	Bessie L. Clum	Nov. 19, 1909	Feb. 1, 1911	900 00
Clerk	Helen M. McMurray	April 27, 1898	Nov. 1, 1911	900 00
Clerk	Gladys D. Craver	Sept. 16, 1908	Nov. 1, 1911	900 00
Clerk	Helen R. Wansboro	July 5, 1910	Oct. 16, 1911	720 00
Clerk	M. Antoinette Udell	June 15, 1911	Oct. 1, 1911	600 00
Clerk	Florence J. Mulholland	Oct. 23, 1911	Oct. 23, 1911	600 00
Clerk	Charlotte Button	Oct. 1, 1909	Jan. 10, 1912	600 00
Clerk	Emma M. Goebel	Oct. 1, 1912	Oct. 1, 1912	600 00

Clerk	Agnes C. Duggan	Oct. 1, 1912	Oct. 1, 1912	600 00
Bookkeeper	Joseph A. Meany	July 9, 1910	July 9, 1910	1,800 00
Bookkeeper	Nora A. McGillicuddy	Sept. 12, 1911	Sept. 12, 1911	1,140 00
Stenographer	Viola P. Sherrill	Nov. 5, 1902	July 10, 1907	1,500 00
Stenographer	Minnie L. Vanderzee	Oct. 18, 1890	Dec. 20, 1909	1,500 00
Stenographer	Kate F. Cahill	Dec. 1, 1906	Dec. 1, 1906	1,500 00
Stenographer	Maybelle A. L. Neilson	July 1, 1908	July 1, 1908	1,500 00
Stenographer	Hattie M. Wentworth	Mar. 12, 1907	April 1, 1909	1,500 00
Stenographer	Edith I. Sill	Mar. 14, 1906	Mar. 14, 1906	1,200 00
Stenographer	Grace Dorn	Jan. 11, 1904	Aug. 23, 1909	1,200 00
Stenographer	Sara L. Weller	Jan. 1, 1908	July 1, 1909	1,200 00
Stenographer	Ruth I. Trask	July 27, 1909	Oct. 16, 1911	1,200 00
Stenographer	Lillian G. Sullivan	Dec. 7, 1909	Dec. 7, 1909	1,140 00
Stenographer	Edna R. Gordon	June 6, 1910	June 6, 1910	1,140 00
Stenographer	Agnes D. Cahill	July 12, 1912	July 12, 1912	912 00
Stenographer	Minnie J. McGraw	July 11, 1910	Dec. 21, 1911	900 00
Stenographer	Mabel V. D. Pierce	Nov. 1, 1910	April 4, 1911	720 00
Stenographer	Etta C. Shortsleeves	July 13, 1910	Dec. 29, 1911	720 00
Stenographer	Bessie M. Jordan	June 11, 1912	Jan. 1, 1913	480 00
Typewriter and copyist	Margaret E. McWilliams	April 1, 1891	April 1, 1891	1,500 00
Typewriter copyist	Mary A. Sennett	Dec. 29, 1911	Dec. 29, 1911	600 00
Typewriter copyist	Catherine M. Kraft	Dec. 29, 1911	Dec. 29, 1911	600 00
Clerk and stenographer	Adelaide Y. Heath	Aug. 1, 1897	July 31, 1906	1,500 00
Proofreader	Schuyler C. Phillips	Dec. 1, 1906	Dec. 1, 1906	2,000 00
Proofreader and clerk	Charles Maar	Sept. 10, 1907	Oct. 1, 1907	1,700 00
Proofreader	Frederick E. Johnson	Mar. 15, 1910	Mar. 15, 1910	1,350 00
Telephone operator	Winifred R. Quinn	Nov. 1, 1912	Nov. 1, 1912	600 00
Chief examiner of fire insurance companies	Daniel F. Gordon	Feb. 11, 1891	Mar. 30, 1909	5,000 00
Chief examiner of life insurance companies	Nelson B. Hadley	July 15, 1907	July 15, 1907	5,000 00
Chief examiner	A. F. Saxton	April 1, 1898	July 18, 1910	4,500 00
Chief examiner	John E. Diefendorf	May 21, 1896	Jan. 15, 1911	4,500 00
Chief examiner, brokers bureau	James P. Conway	Dec. 16, 1912	Dec. 16, 1912	4,000 00
Examiner	Seth C. McArthur	May 1, 1898	July 30, 1906	3,000 00
Examiner	Isaac Fuld	June 7, 1899	July 30, 1906	3,000 00
Examiner	Charles H. Gardner	Feb. 3, 1904	July 30, 1906	3,000 00
Examiner	Leon S. Senior	Nov. 1, 1907	May 1, 1910	3,000 00

INSURANCE DEPARTMENT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Examiner	Richard A. Elmer	June 7, 1899	July 30, 1906	$3,000 00
Examiner	Henry A. Watkins	Jan. 21, 1907	Jan. 21, 1907	3,000 00
Examiner	Samuel Deutschberger	Aug. 1, 1908	June 15, 1911	3,000 00
Examiner	John L. Train	Aug. 1, 1905	July 15, 1911	3,000 00
Examiner	Albert E. Smith	Aug. 1, 1908	Nov. 1, 1912	2,750 00
Assistant examiner	Wilbur H. Nangle	Mar. 1, 1897	Aug. 1, 1908	2,800 00
Assistant examiner	Charles E. Heath	Nov. 29, 1899	Aug. 1, 1908	2,500 00
Assistant examiner	Clarence J. Norton	Nov. 1, 1907	Nov. 1, 1907	2,500 00
Assistant examiner	William A. Billingham	Aug. 1, 1908	Aug. 1, 1908	2,500 00
Assistant examiner	Joseph H. Middleton	July 11, 1910	July 11, 1910	2,500 00
Assistant examiner	Charles E. Woodman	June 16, 1909	June 16, 1909	2,500 00
Assistant examiner	Jesse Bacharach	April 4, 1910	April 4, 1910	2,400 00
Assistant examiner	J. Le Verne Wood	Dec. 22, 1909	Dec. 22, 1909	2,400 00
Assistant examiner	Herbert C. Clark	June 10, 1909	June 10, 1909	2,300 00
Assistant examiner	C. A. Wheeler	May 16, 1904	Dec. 22, 1909	2,300 00
Assistant examiner	Christian Rebman, Jr.	Jan. 29, 1910	Jan. 29, 1910	2,300 00
Assistant examiner	Thomas L. Lynch	April 1, 1910	April 1, 1910	2,300 00
Assistant examiner	Albert Z. Banta	April 4, 1910	April 4, 1910	2,300 00
Assistant examiner	William H. Derrick	April 25, 1910	April 25, 1910	2,300 00
Assistant examiner	Wilbur F. German	April 11, 1910	April 11, 1910	2,300 00
Assistant examiner	Charles T. Sanders	Aug. 8, 1910	Aug. 8, 1910	2,300 00
Assistant examiner	Morris Finkelstone	July 1, 1908	Dec. 22, 1909	2,300 00
Assistant examiner	Ernest Willvonseder	July 1, 1910	July 1, 1910	2,200 00
Assistant examiner	J. Frank Tucker	July 15, 1910	July 15, 1910	2,200 00
Assistant examiner	John J. Cunningham	Jan. 1, 1895	July 30, 1906	2,112 00
Assistant examiner	Charles A. Kirchgessner	July 13, 1910	July 13, 1910	2,112 00
Messenger	William E. Stackman	June 18, 1900	Jan. 1, 1907	1,200 00
Messenger	William C. Geisel, Jr.	Aug. 1, 1906	Aug. 1, 1908	1,200 00

Messenger	Edmund J. Flinn	Sept. 1, 1905	June 1, 1910	840 00
Page	Harry G. Fowler	July 10, 1912	July 10, 1912	360 00
Night watchman	John B. Haskins	April 1, 1897	April 1, 1897	900 00

DEPARTMENT OF LABOR

UNCLASSIFIED SERVICE

Commissioner	John Williams	May 1, 1899	Oct. 3, 1907	5,500 00

EXEMPT CLASS*

First deputy commissioner and chief factory inspector	John S. Whalen	Mar. 28, 1911	Mar. 28, 1911	4,000 00
Second deputy commissioner and chief mediator	William C. Rogers	July 1, 1903	Oct. 16, 1910	3,500 00
Mediator of industrial disputes	Michael J. Reagan	April 1, 1889	Dec. 1, 1906	2,500 00
Chief clerk, New York office	Martin F. Tanahey	Feb. 1, 1913	Feb. 1, 1913	2,400 00
Assistant deputy commissioner and counsel	Frederick H. Cunningham	Jan. 1, 1908	Jan. 1, 1908	3,000 00
Factory inspector, assistant to chief	William Newell	Oct. 1, 1911	Oct. 1, 1911	3,500 00
Counsel, bureau of industries and immigration	Miles M. O'Brien, Jr.	Oct. 1, 1911	Oct. 1, 1911	2,400 00
Mercantile inspector	James L. Gernon	Oct. 1, 1908	Oct. 1, 1908	3,000 00
Assistant mediator	Patrick J. Downey	Oct. 1, 1907	Oct. 1, 1907	2,000 00
Assistant mediator	James McManus	Oct. 1, 1907	Oct. 1, 1907	2,000 00
Confidential agent	Henry B. Whitney	Oct. 1, 1909	Oct. 1, 1909	1,500 00
Confidential clerk	J. Herbert Williams	Dec. 1, 1910	Dec. 1, 1910	1,200 00

COMPETITIVE CLASS

Superintendent of industrial directory	Carlton H. Sears	April 8, 1909	Oct. 16, 1911	2,500 00
Superintendent of licenses	Daniel O'Leary	May 1, 1896	July 1, 1899	2,400 00
Chief investigator	Frances A. Kellor	Oct. 1, 1910	Oct. 1, 1910	3,000 00
Assistant to first deputy commissioner	Henry L. Schnur	Dec. 1, 1897	Oct. 1, 1912	3,000 00
Medical inspector of factories	C. T. Graham-Rogers	Nov. 1, 1907	Nov. 1, 1907	2,400 00
Secretary to chief investigator	Ranulph Kingsley	Dec. 12, 1912	Dec. 12, 1912	1,800 00
Factory inspector, supervising	E. Edward J. Pierce	Feb. 1, 1912	Feb. 1, 1912	2,500 00
Factory inspector, supervising	Edward A. Bates	Feb. 1, 1912	Feb. 1, 1912	2,500 00
Factory inspector, supervising	James J. Murphy	Feb. 1, 1912	Feb. 1, 1912	2,500 00
Factory inspector, supervising	Jeremiah J. Flood	Feb. 1, 1912	Feb. 1, 1912	2,500 00

* Amended to February 1, 1913.

DEPARTMENT OF LABOR — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Factory inspector, supervising	William H. Donahue	July 1, 1906	Nov. 16, 1912	$2,500 00
Factory inspector, supervising	Louis A. Havens	Aug. 1, 1899	Nov. 16, 1912	2,500 00
Factory inspector, supervising	William F. Jordan	Nov. 16, 1912	Nov. 16, 1912	2,500 00
Factory inspector, supervising	William R. Erskine, Jr	Dec. 1, 1912	Dec. 1, 1912	2,500 00
Chief statistician	Leonard W. Hatch	Sept. 23, 1897	Nov. 16, 1907	3,000 00
Statistician	George A. Stevens	June 4, 1888	Oct. 25, 1901	2,400 00
Statistician	Loring D. Jones	Aug. 1, 1909	Feb. 1, 1911	1,800 00
Statistician	David J. Naughtin	Sept. 23, 1897	Sept. 23, 1897	1,500 00
Statistician	Samuel B. Dicker	Feb. 27, 1911	Nov. 16, 1911	2,000 00
Junior statistician	Marcus E. Lynch	Dec. 11, 1911	Dec. 11, 1911	1,200 00
Junior statistician	Daniel A. Hausmann	Dec. 28, 1908	Dec. 28, 1908	1,200 00
Junior statistician	Edward T. Bullock	Aug. 16, 1912	Aug. 16, 1912	1,200 00
Junior statistician	Charles E. Force	Oct. 20, 1908	Aug. 16, 1912	1,200 00
Expert special agent	Frank F. Rosenblatt	Aug. 16, 1912	Aug. 16, 1912	1,800 00
Expert special agent	Louis Levine	Aug. 16, 1912	Aug. 16, 1912	1,500 00
Expert special agent	Henry E. Hoagland	Nov. 16, 1912	Nov. 16, 1912	1,500 00
Special agent, industrial	Albert M. Fowler	Nov. 4, 1912	Nov. 4, 1912	1,200 00
Special agent, industrial	Richard A. Flinn	Oct. 1, 1912	Oct. 1, 1912	1,200 00
Special agent, industrial	J. H. Kirker, Jr	July 15, 1910	Aug. 16, 1912	1,500 00
Special agent, legal	Charles Whelan	May 14, 1906	Oct. 1, 1908	2,000 00
Special agent	William E. Pettit	June 7, 1898	June 7, 1898	1,500 00
Special agent	Thomas J. Hammill	Mar. 1, 1898	Oct. 1, 1906	1,500 00
Special agent	John J. Bealin	June 26, 1896	May 1, 1906	1,500 00
Special agent	Daniel W. O'Connor	Mar. 1, 1898	Mar. 1, 1898	1,500 00
Special agent, statistical	Joseph F. Bolin	Oct. 1, 1907	Oct. 1, 1907	1,500 00
Special agent, statistical	Patrick J. Honan	Oct. 1, 1907	Oct. 1, 1907	1,500 00
Mine inspector	William W. Jones	May 10, 1911	May 10, 1911	1,500 00
Mine and tunnel inspector	Philip J. Steers	Oct. 16, 1911	Oct. 16, 1911	1,500 00

Expert	Eugene B. Patton	Jan. 9, 1911	Jan. 9, 1911	1,800 00
Special investigator	Alfred Markus	Jan. 9, 1911	Jan. 9, 1911	1,500 00
Special investigator	Joseph Mayper	Jan. 16, 1911	Jan. 16, 1911	1,500 00
Special investigator	Harry W. Wheaton	Nov. 4, 1912	Nov. 4, 1912	1,500 00
Special investigator	L. C. Wagner	Jan. 9, 1911	Jan. 9, 1911	1,200 00
Special investigator	Aristides E. Geannelis	Dec. 18, 1911	Dec. 18, 1911	1,200 00
Special investigator	Ignatius G. Brine	Jan. 16, 1911	Jan. 16, 1911	1,200 00
Special investigator	Jeannette C. Levy	May 8, 1912	May 8, 1912	1,200 00
Special investigator	Frank Praete	Aug. 2, 1912	Aug. 2, 1912	1,200 00
Special investigator	Alfred De Lisser	Aug. 2, 1912	Aug. 2, 1912	1,200 00
Special investigator	Jacob Galerstein	Nov. 16, 1912	Nov. 16, 1912	1,200 00
Tunnel inspector	Gustav Werner	Oct. 1, 1907	Oct. 1, 1907	1,500 00
Librarian	Pierre J. B. Haegy	Feb. 1, 1907	Feb. 1, 1907	1,200 00
Auditing clerk	James S. Lyons	Jan. 27, 1899	Oct. 1, 1907	1,800 00
Clerk	Kate Shaffer	Sept. 14, 1886	Sept. 14, 1886	1,500 00
Clerk	Jessie M. Sweeney	Jan. 9, 1894	Jan. 9, 1894	1,500 00
Clerk	Electa R. Lockwood	Jan. 15, 1894	June 1, 1901	1,200 00
Clerk	Ambrose J. O'Neil	April 3, 1894	Aug. 1, 1907	1,500 00
Clerk	George E. Dayton	April 1, 1900	April 1, 1900	1,200 00
Clerk	Mabel L. Crounse	Oct. 1, 1906	Oct. 1, 1906	1,200 00
Clerk	Jennie M. Wickham	Aug. 8, 1905	Oct. 1, 1908	1,200 00
Clerk	Annie Schlesinger	Oct. 1, 1908	Oct. 1, 1908	900 00
Clerk	Estelle Jarvis	July 3, 1905	Nov. 1, 1909	1,000 00
Clerk	Eleanor D. Van Vranken	Mar. 1, 1899	Jan. 1, 1912	900 00
Clerk	John J. Anglum, Jr	Feb. 12, 1906	Nov. 16, 1910	900 00
Clerk	Mary E. Kennar	April 22, 1912	April 22, 1912	900 00
Clerk	Selina Rabinowitz	April 8, 1912	April 8, 1912	900 00
Clerk	Charles D. McMahon	Dec. 16, 1912	Dec. 16, 1912	720 00
Junior clerk	Flora M. Farrell	April 18, 1912	Nov. 4, 1912	360 00
Page	John M. Schneider	Aug. 12, 1912	Aug. 12, 1912	360 00
Stenographer	Mary L. Stiegelmaier	Oct. 13, 1902	July 1, 1905	1,500 00
Stenographer	Charles M. Hoffman	Feb. 1, 1911	Feb. 1, 1911	1,500 00
Stenographer	Winifred E. Lockrow	Mar. 10, 1902	Mar. 10, 1902	1,200 00
Stenographer	Mary H. Lockwood	Feb. 3, 1902	Aug. 19, 1907	1,200 00
Stenographer	William M. Sheehan	Nov. 11, 1912	Nov. 11, 1912	1,200 00
Stenographer	Caroline E. Rosenbloom	Oct. 4, 1898	Oct. 1, 1910	1,200 00
Stenographer	Mary L. Honner	Oct. 1, 1908	Oct. 1, 1908	900 00

DEPARTMENT OF LABOR — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Stenographer	Jennie A. Dillon	Oct. 1, 1909	Oct. 16, 1910	$900 00
Stenographer	Frances J. Garin	Mar. 6, 1906	Oct. 16, 1911	900 00
Stenographer	Marie A. L. Moloney	April 1, 1911	April 1, 1911	900 00
Stenographer	Olga E. Horle	June 13, 1910	Oct. 7, 1911	900 00
Stenographer	Marjorie C. Boff	Feb. 5, 1912	Feb. 5, 1912	900 00
Stenographer	Frances E. Brindler	Feb. 8, 1912	Feb. 8, 1912	900 00
Stenographer	Dolores C. Brock	Sept. 28, 1908	Feb. 16, 1912	900 00
Stenographer	Martha Harney	Mar. 4, 1912	Mar. 4, 1912	900 00
Stenographer	Frances B. Sheils	Mar. 4, 1912	Mar. 4, 1912	900 00
Stenographer	Anna M. Weber	May 1, 1912	May 1, 1912	900 00
Stenographer	Grace E. Thompson	June 16, 1912	June 16, 1912	900 00
Stenographer	Florence W. Newbold	Nov. 12, 1912	Nov. 12, 1912	900 00
Stenographer	Lillian Schreiber	April 1, 1912	Jan. 1, 1913	720 00
Stenographer	Mae M. Szudrowicz	Oct. 1, 1912	Oct. 1, 1912	720 00
Stenographer	Ralph J. Masi	Oct. 1, 1912	Oct. 1, 1912	720 00
Typewriter copyist	Edith M. Roberts	Feb. 7, 1912	Feb. 7, 1912	900 00
Typewriter copyist	Lillian Rubens	May 1, 1912	May 1, 1912	900 00
Typewriter copyist	Marion E. O'Brien	June 16, 1912	June 16, 1912	900 00
Typewriter copyist	Jennie I. Armstrong	Jan. 9, 1911	Oct. 7, 1911	720 00
Factory inspector	Joseph S. Altschul	Nov. 26, 1906	Nov. 26, 1906	1,500 00
Factory inspector	Charles B. Ash	May 16, 1896	May 16, 1896	1,500 00
Factory inspector	Maurice Barshell	July 1, 1906	July 1, 1906	1,500 00
Factory inspector	George S. Cangialosi	July 1, 1906	July 1, 1906	1,500 00
Factory inspector	George C. Daniels	Jan. 15, 1908	Jan. 15, 1908	1,500 00
Factory inspector	M. J. Flanagan	Aug. 17, 1897	Aug. 17, 1897	1,500 00
Factory inspector	William H. Guyett	July 1, 1906	July 1, 1906	1,500 00
Factory inspector	Dennis J. Hanlon	April 9, 1896	April 9, 1896	1,500 00
Factory inspector	Gilbert I. Harmon	Aug. 1, 1896	Aug. 1, 1896	1,500 00

Factory inspector	Willard G. Lounsberry	Aug. 1, 1899	Aug. 1, 1899	1,500 00
Factory inspector	Frank S. Nash	Feb. 1, 1895	Feb. 1, 1895	1,500 00
Factory inspector	Robert Northrup	Oct. 1, 1908	Aug. 1, 1911	1,500 00
Factory inspector	Joseph O'Rourke	May 1, 1895	May 1, 1895	1,500 00
Factory inspector	William M. Rich	July 1, 1906	July 1, 1906	1,500 00
Factory inspector	Abraham Sirota	July 1, 1906	July 1, 1906	1,500 00
Factory inspector	Jefferson B. Sliter	Aug. 1, 1899	Aug. 1, 1899	1,500 00
Factory inspector	William E. Tibbs	June 1, 1896	June 1, 1896	1,500 00
Factory inspector	John H. Vogt	Oct. 1, 1908	Dec. 1, 1909	1,500 00
Factory inspector	Ernest M. Wilber	Aug. 15, 1907	Aug. 15, 1907	1,500 00
Factory inspector	Sidney T. Wilson	July 15, 1907	July 15, 1907	1,500 00
Factory inspector	David S. Yard	Aug. 1, 1899	Aug. 1, 1899	1,200 00
Factory inspector	Anna C. Bannon	Aug. 1, 1899	Aug. 1, 1899	1,200 00
Factory inspector	George L. Beckrich	Feb. 1, 1912	Feb. 1, 1912	1,200 00
Factory inspector	Gotthold P. Berner	Nov. 1, 1912	Nov. 1, 1912	1,200 00
Factory inspector	Jessie M. Bolin	Feb. 1, 1902	Feb. 1, 1910	1,200 00
Factory inspector	Jerome J. Bruckel	April 8, 1912	April 8, 1912	1,200 00
Factory inspector	Eunice Burton	July 1, 1910	Jan. 22, 1912	1,200 00
Factory inspector	Rose Deimling	Jan. 22, 1912	Jan. 22, 1912	1,200 00
Factory inspector	Alphonsus J. Donahue	Oct. 1, 1912	Oct. 1, 1912	1,200 00
Factory inspector	Edward P. Dunham	Nov. 1, 1910	Oct. 1, 1912	1,200 00
Factory inspector	Frank L. Fisher	Oct. 1, 1908	Oct. 1, 1912	1,200 00
Factory inspector	Alexander Goldwin	Jan. 16, 1912	Jan. 16, 1912	1,200 00
Factory inspector	William J. Gorman	May 1, 1912	May 1, 1912	1,200 00
Factory inspector	Jesse P. Harsha	Oct. 1, 1908	Oct. 1, 1912	1,200 00
Factory inspector	John Hofmann	Feb. 1, 1912	Feb. 1, 1912	1,200 00
Factory inspector	Daniel S. Kelly	Oct. 1, 1912	Oct. 1, 1912	1,200 00
Factory inspector	Arthur E. Lang	Oct. 1, 1912	Oct. 1, 1912	1,200 00
Factory inspector	Edward F. McDonald	Jan. 16, 1912	Jan. 16, 1912	1,200 00
Factory inspector	Minnie M. McMahon	Dec. 16, 1912	Dec. 16, 1912	1,200 00
Factory inspector	Andrew P. Meehan	Jan. 16, 1912	Jan. 16, 1912	1,200 00
Factory inspector	Mary J. Olsen	June 1, 1912	June 1, 1912	1,200 00
Factory inspector	Joseph A. Orme	Jan. 16, 1912	Jan. 16, 1912	1,200 00
Factory inspector	Pietro Pilero	Oct. 2, 1912	Oct. 2, 1912	1,200 00
Factory inspector	Edward Quigley	Oct. 1, 1908	Oct. 1, 1912	1,200 00
Factory inspector	George E. Reynolds	Jan. 8, 1912	Jan. 8, 1912	1,200 00
Factory inspector	Marie Sabsovich-Orenstein	Jan. 15, 1912	Jan. 15, 1912	1,200 00

DEPARTMENT OF LABOR — (*concluded*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*concluded*)			
Factory inspector	Mary G. Schonberg	Jan. 22, 1912	Jan. 22, 1912	$1,200 00
Factory inspector	William M. Service	Jan. 16, 1912	Jan. 16, 1912	1,200 00
Factory inspector	Patrick Shea	Oct. 1, 1912	Oct. 1, 1912	1,200 00
Factory inspector	Frederick F. Spillman	Dec. 16, 1912	Dec. 16, 1912	1,200 00
Factory inspector	Michael W. Taafe	Jan. 16, 1912	Jan. 16, 1912	1,200 00
Factory inspector	Henry S. Ward	Oct. 1, 1912	Oct. 1, 1912	1,200 00
Factory inspector	Clarence G. Branch	Aug. 1, 1910	Aug. 1, 1910	1,200 00
Factory inspector	Solomon N. Brenner	July 1, 1906	July 1, 1906	1,200 00
Factory inspector	Henry P. Brown	Nov. 16, 1910	Nov. 16, 1910	1,200 00
Factory inspector	Francis J. Conlon	Sept. 5, 1911	Sept. 5, 1911	1,200 00
Factory inspector	James Davie	May 1, 1895	May 1, 1895	1,200 00
Factory inspector	Margaret Finn	July 1, 1890	July 1, 1890	1,200 00
Factory inspector	William S. Finney	Oct. 1, 1907	Oct. 1, 1907	1,200 00
Factory inspector	Lily F. Foster	Sept. 13, 1897	Sept. 13, 1897	1,200 00
Factory inspector	R. B. Gourlie	Sept. 16, 1896	Sept. 16, 1896	1,200 00
Factory inspector	Nathan Herzstein	Mar. 4, 1907	Mar. 4, 1907	1,200 00
Factory inspector	George L. Horn	June 1, 1900	June 1, 1900	1,200 00
Factory inspector	James W. Ireland	Feb. 1, 1897	Feb. 1, 1897	1,200 00
Factory inspector	Kate L. Kane	July 11, 1895	July 11, 1895	1,200 00
Factory inspector	Charles M. Lessels	Aug. 1, 1899	Aug. 1, 1899	1,200 00
Factory inspector	Ella Nagle	Mar. 23, 1893	Mar. 23, 1893	1,200 00
Factory inspector	Alexander J. McKenzie	Oct. 1, 1908	Aug. 1, 1910	1,200 00
Factory inspector	John F. Morgan	Oct. 9, 1911	Oct. 9, 1911	1,200 00
Factory inspector	William J. Neely	Aug. 1, 1896	Aug. 1, 1896	1,200 00
Factory inspector	Silas Owen	Aug. 1, 1899	Aug. 1, 1899	1,200 00
Factory inspector	Stewart J. Owen, Jr.	June 1, 1911	June 1, 1911	1,200 00
Factory inspector	William Pearson	Sept. 23, 1905	Sept. 23, 1905	1,200 00
Factory inspector	Josie A. Reilly	Oct. 1, 1896	Oct. 1, 1896	1,200 00

Factory inspector	Nathan Schwartz	May 21, 1908	Oct. 16, 1911	1,200 00
Factory inspector	Dennis C. Sullivan	Oct. 1, 1892	Oct. 1, 1892	1,200 00
Factory inspector	George C. Ward	April 11, 1910	April 11, 1910	1,200 00
Factory inspector	Florence C. Wilkinson	Oct. 1, 1907	Oct. 1, 1907	1,200 00
Factory inspector	John R. Willis	Jan. 8, 1908	July 15, 1910	1,200 00
Factory inspector	Theodore Woods	Oct. 10, 1910	Oct. 10, 1910	1,200 00
Deputy mercantile inspector	Mary L. Carbon	Oct. 1, 1908	Oct. 1, 1908	1,200 00
Deputy mercantile inspector	Peter F. Connelly	Sept. 1, 1911	Sept. 1, 1911	1,200 00
Deputy mercantile inspector	Minnie J. Van Zandt	Jan. 22, 1912	Jan. 22, 1912	1,200 00
Deputy mercantile inspector	Carrie P. Houser	Jan. 22, 1912	Jan. 22, 1912	1,200 00
Deputy mercantile inspector	Henry Rosenberg	Dec. 16, 1912	Dec. 16, 1912	1,200 00
Deputy mercantile inspector	George F. Fay	Dec. 16, 1912	Dec. 16, 1912	1,200 00
Deputy mercantile inspector	James A. Magee	Dec. 16, 1912	Dec. 16, 1912	1,200 00
Deputy mercantile inspector	James W. Ahearn	Dec. 16, 1912	Dec. 16, 1912	1,200 00
Deputy mercantile inspector	Verrie E. Harrison	Oct. 7, 1912	Oct. 7, 1912	1,000 00

COMMISSIONERS OF THE LAND OFFICE

EXEMPT CLASS

Appraiser	William D. Powers	Mar. 1, 1911	Mar. 1, 1911	2,400 00
Appraiser	Myron F. Blackmon	Mar. 1, 1911	Mar. 1, 1911	2,400 00
Appraiser	B. Meyborg	Mar. 1, 1911	Mar. 1, 1911	2,400 00

LAW LIBRARY, NEWBURGH

COMPETITIVE CLASS

Librarian	N. D. Belknap	July 22, 1903	July 22, 1903	600 00

MONUMENTS COMMISSION

UNCLASSIFIED SERVICE

Commissioner	Anson G. McCook	.....	.....	.....
Commissioner	Lewis R. Stegman	.....	.....	.....
Commissioner	Clinton Beckwith	.....	.....	.....
Commissioner	Horatio C. King	.....	.....	.....
Commissioner	Charles A. Richardson	.....	.....	.....
Commissioner	Thomas W. Bradley	.....	.....	.....
Commissioner	William Verbeck	.....	.....	.....

MONUMENTS COMMISSION — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS			
Engineer and secretary	A. J. Zabriskie	Jan. 1, 1890	Jan. 1, 1890	$3,000 00
Stenographer	Ida M. V. Daly	Jan. 2, 1904	Jan. 2, 1904	1,200 00
Stenographer and clerk	Morris W. Weisbard	Aug. 12, 1912	Aug. 12, 1912	1,200 00
Clerk	Richard F. Cooke	Jan. 1, 1913	Jan. 1, 1913	1,020 00

NEW YORK INTERSTATE BRIDGE COMMISSION

	UNCLASSIFIED SERVICE			
Commissioner	McDougall Hawkes	May 23, 1906	May 23, 1906	.....
Commissioner	Alexander J. Shamberg	May 23, 1906	May 23, 1906	.....
Commissioner	Emanuel W. Bloomingdale	May 23, 1906	May 23, 1906	.....
	EXEMPT CLASS*			
Counsel	Martin Saxe	Oct. 30, 1908	Oct. 30, 1908	.....
Secretary	Henry J. Clement	July 1, 1911	Feb. 1, 1913	1,200 00
Assistant secretary	Vacancy	.....	.....	.....

NIAGARA RESERVATION

	UNCLASSIFIED SERVICE			
Commissioner	Eugene Carey	June 11, 1908	June 11, 1908	.....
Commissioner	Charles M. Dow	Mar. 2, 1898	Mar. 2, 1898	.....
Commissioner	Thomas P. Kingsford	Mar. 2, 1898	Mar. 2, 1898	.....
Commissioner	William B. Howland	Feb. 3, 1909	Feb. 3, 1909	.....
Commissioner	Thomas W. Meachem	July 18, 1911	July 18, 1911	.....
	EXEMPT CLASS			
Police superintendent	Leonard G. Dallas	Aug. 16, 1912	Aug. 16, 1912	1,200 00
Treasurer	Clarence Atwood	Aug. 1, 1911	Aug. 1, 1911	1,200 00

COMPETITIVE CLASS

Superintendent	Harry K. Eckert	May 11, 1911	April 26, 1912	1,800 00
Police constable	Jacob A. Anthony	July 16, 1885	July 16, 1885	1,000 00
Police constable	Tracy G. Levee	May 14, 1908	May 14, 1908	1,000 00
Police constable	John Spaulding	May 14, 1908	Jan. 1, 1909	1,000 00
Police constable	Charles J. Martin	April 12, 1909	April 12, 1909	1,000 00
Police constable	Arthur R. Alexander	July 1, 1909	July 1, 1909	1,000 00
Police constable	Thomas Harrington	Oct. 15, 1909	Oct. 15, 1909	1,000 00
Police constable	Henry Knapp	Aug. —, 1900	June 1, 1912	1,000 00
Engineer	Charles H. Blood	April 15, 1911	May 16, 1911	900 00
Assistant electrical engineer	John J. Baker	Oct. 30, 1912	Oct. 30, 1912	744 00
Gardener and foreman	James Cassidy	Sept. 16, 1908	Sept. 16, 1908	1,080 00
Elevatorman	James J. Lord	Mar. 2, 1910	Mar. 2, 1910	720 00
Watchman	Horatio A. Collins	June 1, 1912	June 1, 1912	720 00
Watchman	W. K. Rieffennacht	June 16, 1911	June 16, 1911	720 00
Ticketman	Frank Diemer	June 5, 1903	June 5, 1903	720 00
Ticketman	Edward F. Kruse	Jan. 1, 1912	Jan. 1, 1912	648 00

COMMISSION ON PORT CONDITIONS AND PIER EXTENSIONS

UNCLASSIFIED SERVICE

Commissioner	John A. Bensel	.....	.....	.....
Commissioner	Calvin Tomkins	.....	.....	.....
Commissioner	R. A. C. Smith	.....	.....	.....

EXEMPT CLASS

Secretary	T. O. McGill	Sept. 20, 1911	Sept. 20, 1911	$75 per week
Stenographer	Jacob R. Van Mater	Dec. 2, 1912	Dec. 2, 1912	$720 00

BOARD OF PORT WARDENS

UNCLASSIFIED SERVICE

Special port warden	Horace E. Buel	April 2, 1903	April 2, 1903	Fees.
Port warden	Fred O. Appleby	May 27, 1910	May 27, 1910	Fees.
Port warden	George E. Beckwith	May 27, 1910	May 27, 1910	Fees.
Port warden	Michael H. Blake	May 27, 1910	May 27, 1910	Fees.

*Amended to February 1, 1913.

BOARD OF PORT WARDENS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE — (*continued*)			
Port warden	Marcus Braun	May 27, 1910	May 27, 1910	Fees.
Port warden	Charles H. Hemingway	May 27, 1910	May 27, 1910	Fees.
Port warden	Morris Levy	May 27, 1910	May 27, 1910	Fees.
Port warden	Christopher Marsden	May 27, 1910	May 27, 1910	Fees.
Port warden	David Lazarus	June 20, 1911	June 20, 1911	Fees.
Port warden	William H. Burns	Sept. 30, 1911	Sept. 30, 1911	Fees.
	EXEMPT CLASS			
Secretary	Albert W. Dodge	Jan. 4, 1894	Jan. 4, 1894	$1,600 00
	COMPETITIVE CLASS			
Collector	John Regan	April 2, 1894	April 2, 1894	1,400 00

COMMISSION ON PRISONS

	UNCLASSIFIED SERVICE			
President	Henry Solomon	May 26, 1910	May 26, 1910	$10 00 per day.*
Vice-President	Francis C. Huntington	May 26, 1910	May 26, 1910	10 00 per day.*
Commissioner	Mrs. Sarah L. Davenport	April 17, 1908	April 17, 1908	10 00 per day.*
Commissioner	John McNamee	April 15, 1909	April 15, 1909	10 00 per day.*
Commissioner	Edgar A. Newell	May 26, 1910	May 26, 1910	10 00 per day.*
Commissioner	Simon P. Quick	May 26, 1910	May 26, 1910	10 00 per day.*
Commissioner	Frank E. Wade	July 21, 1911	July 21, 1911	10 00 per day.*
	EXEMPT CLASS			
Secretary	George McLaughlin	Jan. 3, 1899	Jan. 3, 1899	$3,600 00

COMPETITIVE CLASS

Chief clerk	Philip G. Roosa	Sept. 14, 1897	Feb. 6, 1909	2,600 00
Stenographer	Clifford M. Young	May 14, 1903	Oct. 16, 1908	1,500 00
Stenographer	May P. Silvernail	Oct. 29, 1908	Oct. 29, 1908	1,500 00

SUPERINTENDENT OF PRISONS

UNCLASSIFIED SERVICE

Superintendent	Joseph F. Scott	June 1, 1911	June 1, 1911	6,000 00

EXEMPT CLASS

Electrocutioner and assistant	E. F. Davis	.....	.....	$250 per execution
Confidential clerk to warden of Sing Sing Prison	Richard D. Arbuckle	Jan. 6, 1912	Jan. 6, 1912	$1,500 00
Clerk to superintendent	John G. McDowell	July 1, 1911	July 1, 1911	4,000 00
Confidential agent	William A. McCabe	July 7, 1911	July 7, 1911	3,000 00
Financial agent	Thomas F. Dougherty	Oct. 1, 1911	Oct. 1, 1911	2,400 00
Financial agent	Vacancy	.....	.....	.....
Superintendent of industries, Auburn Prison	D. J. Grant	July 13, 1892	Sept. 20, 1911	3,600 00
Superintendent of industries, Clinton Prison	William H. Gilbert	Feb. 6, 1907	Feb. 6, 1907	3,600 00
Superintendent of industries, Sing Sing Prison	Patrick J. Tracy	Sept. 1, 1911	Sept. 1, 1911	3,600 00

COMPETITIVE CLASS

Special fund clerk	Charles K. Baker	April 1, 1882	July 1, 1911	2,500 00
Sales and collecting agent	F. H. Mills	Jan. 8, 1897	Jan. 8, 1897	4,000 00
Master mechanic	George S. Coutie	May 4, 1898	May 4, 1898	3,000 00
Clerk, manufacturing department	Frederick H. Duel	Feb. 1, 1888	Mar. 1, 1904	3,600 00
Statistician	James H. Parke	June 1, 1903	June 1, 1903	2,400 00
Estimate clerk and auditor	John R. Robinson	Aug. 4, 1894	Oct. 1, 1911	2,400 00
Finger print indexer	Julia T. R. Hoar	Aug. 15, 1911	Dec. 1, 1912	900 00
Indexer, bertillon system	Florence De Forest	June 28, 1893	June 28, 1893	1,500 00
Indexer, bertillon system	Nora M. Steers	Sept. 23, 1908	Sept. 23, 1908	900 00
Indexer, bertillon system	Mary H. Morton	Sept. 15, 1909	Sept. 15, 1909	900 00
Indexer, bertillon system	Charlotte Pangburn	April 1, 1910	April 1, 1910	900 00
Indexer, bertillon system	Thurza F. Myers	July 24, 1911	July 24, 1911	720 00
Messenger	Henry L. Bonesteel	Aug. 1, 1906	Aug. 1, 1906	1,800 00

* $10 per meeting, not exceeding $500 per year.

SUPERINTENDENT OF PRISONS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Stenographer and bookkeeper	Madeline Kelly	Jan. 8, 1912	Jan. 8, 1912	$1,000 00
Stenographer	Elsa P. Becker	Dec. 7, 1908	Dec. 7, 1908	1,000 00
Stenographer	Bessie O. Wright	Nov. 29, 1909	Nov. 29, 1909	1,000 00
Stenographer	Clara L. Parsons	June 22, 1908	June 22, 1908	1,000 00
Stenographer	Loretta M. Loughlin	July 6, 1909	Sept. 1, 1910	1,000 00
Stenographer	Bertha M. Burbank	Feb. 3, 1910	Oct. 23, 1911	1,000 00

PROBATION COMMISSION

	UNCLASSIFIED SERVICE			
President	Homer Folks	July 2, 1907	July 2, 1907	.....
Vice-President	Frank E. Wade	Jan. 3, 1911	Jan. 3, 1911	.....
Commissioner	Horace McGuire	April 12, 1911	April 12, 1911	.....
Commissioner	Alphonso T. Clearwater	Sept. 16, 1910	Sept. 16, 1910	.....
Commissioner	Edwin C. Blum	Oct. 4, 1910	Oct. 4, 1910	.....
Commissioner	Edmund J. Butler	Sept. 16, 1910	Sept. 16, 1910	.....
Commissioner	Andrew S. Draper, ex officio	.....	.....	.....
	EXEMPT CLASS			
Secretary	Arthur W. Towne	Sept. 1, 1907	Sept. 1, 1907	3,000 00
	COMPETITIVE CLASS			
Assistant secretary	John D. Lynn, 2nd	Nov. 25, 1912	Nov. 25, 1912	1,500 00
Stenographer	Clement A. Munger	June 19, 1906	Oct. 14, 1907	1,500 00
Stenographer	Lina J. Kline	Feb. 8, 1911	Feb. 8, 1911	720 00

DEPARTMENT OF PUBLIC BUILDINGS

EXEMPT CLASS

Superintendent	John Bowe	Feb. 3, 1911	Feb. 3, 1911	5,000 00
Deputy	David H. Walsh	Feb. 3, 1911	Feb. 3, 1911	3,500 00
Private secretary and cashier	Martin V. B. Quin	Feb. 21, 1911	Feb. 21, 1911	2,000 00
Custodian of assembly property	Harry R. Sweney	Feb. 8, 1911	Feb. 8, 1911	1,080 00
Custodian of senate property	John A. Lanahan	Feb. 7, 1911	Feb. 7, 1911	1,200 00

COMPETITIVE CLASS

Clerk and bookkeeper	Edgar J. Hazelton	June 11, 1897	July 1, 1905	1,800 00
Stenographer	Stephen Smith	Sept. 1, 1909	Sept. 1, 1909	1,500 00
Janitor Geological Hall	Anson J. Osborn	June 1, 1899	June 1, 1899	1,200 00
Keeper Senate House (Kingston)	Julius Schoonmaker	Jan. 17, 1894	Jan. 17, 1894	800 00
Chief engineer	Jesse F. Miller	Dec. 20, 1895	April 1, 1907	2,500 00
Assistant steam engineer	A. K. Vradenburgh	Dec. 30, 1906	Dec. 30, 1906	1,100 00
Assistant steam engineer	Joseph A. Dugan	Dec. 18, 1905	Oct. 24, 1906	1,100 00
Assistant steam engineer	Fred Hahn	Sept. —, 1896	Sept. —, 1896	1,100 00
Assistant steam engineer	Claude Horton	Jan. 5, 1896	Jan. 5, 1896	1,000 00
Assistant steam engineer	William H. Allen	Nov. 18, 1904	Dec. 17, 1906	1,000 00
Assistant steam engineer	C. A. Williams	Sept. 18, 1907	Jan. 27, 1911	1,000 00
Assistant steam engineer	Leonard F. Boom	Dec. 28, 1896	Jan. 1, 1907	1,300 00
Electrical engineer	Lewis F. Fisher	Feb. 2, 1895	June 16, 1909	1,100 00
Electrical engineer	Gilbert H. Mull	Oct. 31, 1899	Dec. 15, 1906	960 00
Chief fireman	Edward Maher	Jan. 4, 1896	April 13, 1912	960 00
Chief fireman	Robert H. Kernahan	Oct. 17, 1910	April 13, 1912	960 00
Chief fireman	George F. Acker	Aug. 1, 1910	Aug. 1, 1910	900 00
Fireman	John J. O'Brien	Nov. 6, 1895	Nov. 6, 1895	900 00
Fireman	R. S. Hodge	Dec. 17, 1906	May 1, 1910	840 00
Fireman	Garrett B. Brower	Oct. 21, 1899	Oct. 21, 1899	840 00
Fireman	Ambrose A. Adair	Mar. 12, 1912	Mar. 12, 1912	900 00
Fireman	James H. Collins	Mar. 18, 1912	Mar. 18, 1912	900 00
Fireman	William J. Lavery	Jan. 30, 1912	Jan. 30, 1912	900 00
Fireman	James Cox	Mar. 1, 1911	Sept. 20, 1912	720 00
Elevatorman	Andrew J. Lynch	Dec. 28, 1903	May 7, 1909	960 00
Elevatorman	William Matot	Jan. 6, 1902	Jan. 6, 1902	960 00
Elevatorman	Matthew McCourt	April 16, 1902	Jan. 1, 1906	960 00

DEPARTMENT OF PUBLIC BUILDINGS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Elevatorman	Ellsworth Turner	Oct. 20, 1898	Feb. 1, 1903	$960 00
Elevatorman	Norman J. Terry	April 4, 1905	Mar. 7, 1910	960 00
Elevatorman	William F. Utech	May 16, 1899	July 1, 1907	960 00
Elevatorman	Harry Kauffmann	May 8, 1905	July 1, 1907	960 00
Elevatorman	Charles Hand	Feb. 1, 1895	Feb. 1, 1895	960 00
Elevatorman	Harry Bissell	Aug. 1, 1904	Mar. 7, 1907	960 00
Elevatorman	Scott Barton	Nov. 21, 1901	Jan. 1, 1902	960 00
Elevatorman	M. Broderick	Jan. 3, 1887	Jan. 3, 1887	960 00
Watchman	Fred Whiler	Mar. —, 1895	Mar. —, 1895	960 00
Watchman	J. W. Mullens	Jan. —, 1896	Jan. —, 1896	960 00
Watchman	John E. Jones	Oct. 23, 1899	Oct. 1, 1905	960 00
Watchman	John Henderer	Mar. 15, 1895	Mar. 15, 1895	960 00
Orderly	George D. Bartlett	Nov. 16, 1899	Nov. 16, 1899	792 00
Orderly	Thomas J. Behan	Jan. —, 1897	Nov. 16, 1899	792 00
Orderly	Theodore Brink	Feb. —, 1895	Feb. —, 1895	792 00
Orderly	Leonard S. Carter	Nov. 16, 1899	Nov. 16, 1899	792 00
Orderly	Otis Guffin	Mar. —, 1895	Mar. —, 1895	792 00
Orderly	A. B. Hadley	Mar. —, 1895	Mar. —, 1895	792 00
Orderly	Howard H. Harris	Nov. 16, 1899	Nov. 16, 1899	792 00
Orderly	E. L. Ryan	Sept. 5, 1895	Sept. 5, 1895	792 00
Orderly	Charles H. Smith	April 16, 1903	April 16, 1903	792 00
Orderly	G. G. Waldron	Feb. 1, 1896	Feb. 1, 1896	792 00
	NON-COMPETITIVE CLASS			
Stonecutter and tilesetter	William Glynn	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Gardener	J. M. Tracey	Feb. 21, 1911	Dec. 11, 1912	1,200 00
Machinist and locksmith	Thomas Lennon	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Assistant machinist	A. H. Parker	Mar. 1, 1911	Mar. 1, 1911	1,100 00

Chief orderly	John W. Griggs	Mar. 1, 1911	Mar. 1, 1911	1,500 00
Chief carpenter	John E. Dillon	Feb. 7, 1911	Feb. 7, 1911	1,200 00
Carpenter	Frank L. Baker	Mar. 1, 1911	Mar. 1, 1911	$3 60 per day.
Carpenter	Joseph Auerbacher	Aug. 3, 1911	Oct. 1, 1911	3 60 per day.
Shade and carpet man	F. W. Callahan	Feb. 7, 1911	Feb. 7, 1911	$1,000 00
Messenger and weigher	Robert J. Cahill	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Upholsterer	Charles Marschall	Feb. 15, 1911	Feb. 15, 1911	1,000 00
Painter	J. G. Harlfinger	Feb. 15, 1911	Feb. 15, 1911	1,025 00
Steamfitter	Frederick G. Whitmore	May 1, 1911	May 1, 1911	$4 80 per day.
Steamfitter's helper	Thomas Rourke	Mar. 16, 1911	Mar. 16, 1911	$840 00
Plumber and gas fitter	James Brady	Mar. 17, 1911	Mar. 17, 1911	$4 80 per day.
Plumber and gas fitter	Alexander J. Clark	Mar. 2, 1911	Mar. 2, 1911	4 80 per day.
Tin and coppersmith	Vacancy			

TRUSTEES OF PUBLIC BUILDINGS

UNCLASSIFIED SERVICE

Trustee	William Sulzer			
Trustee	Martin H. Glynn			
Trustee	Alfred E. Smith			

EXEMPT CLASS

Secretary	Chester C. Platt	Jan. 1, 1913	Jan. 1, 1913	$1,000 00

COMPETITIVE CLASS

Clerk	Charles V. Merrick	July 27, 1908	July 27, 1908	4,000 00
Auditor	Henry W. Garfield	April 9, 1911	April 9, 1911	3,500 00

PUBLIC SERVICE COMMISSION, FIRST DISTRICT

UNCLASSIFIED SERVICE

Commissioner	William R. Willcox	July 1, 1907	July 1, 1907	15,000 00
Commissioner	George V. S. Williams	April 1, 1912	April 1, 1912	15,000 00
Commissioner	Milo R. Maltbie	July 1, 1907	July 1, 1907	15,000 00
Commissioner	J. Sergeant Cram	June 9, 1911	June 9, 1911	15,000 00
Commissioner	John E. Eustis	July 1, 1907	July 1, 1907	15,000 00

PUBLIC SERVICE COMMISSION, FIRST DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS			
Secretary to commission	Travis H. Whitney	July 2, 1907	July 2, 1907	$6,000 00
Assistant secretary	William L. Ransom	July 12, 1911	July 12, 1911	3,600 00
Counsel	George S. Coleman	Dec. 31, 1907	Dec. 31, 1907	10,000 00
Assistant counsel	Oliver C. Semple	July 25, 1907	July 25, 1907	8,000 00
Assistant counsel	Henry H. Whitman	Aug. 12, 1907	Aug. 12, 1907	6,000 00
Assistant counsel	LeRoy T. Harkness	Sept. 12, 1907	July 1, 1908	7,200 00
Assistant counsel	Arthur DuBois	Sept. 19, 1907	Dec. 1, 1907	4,800 00
Assistant counsel	Harry M. Chamberlain	Dec. 16, 1907	Mar. 1, 1911	4,800 00
Assistant counsel	Adna F. Weber	Nov. 14, 1907	Nov. 14, 1907	5,400 00
Chief statistician	Herman A. D. Hollman	May 10, 1900	May 10, 1900	3,600 00
Auditor	Charles W. Farnham	Sept. 19, 1907	Sept. 19, 1907	3,600 00
Secretary to chairman	Jesse F. Orton	May 1, 1909	May 1, 1909	2,400 00
Secretary to commissioner Maltbie	Charles V. Halley, Jr.	Nov. 15, 1907	Nov. 15, 1907	2,400 00
Secretary to commissioner Eustis	William J. Glacken	May 6, 1912	May 6, 1912	2,400 00
Secretary to commissioner Williams	Sidney Alfred Williams	July 1, 1911	July 1, 1911	2,400 00
Secretary to commissioner Cram	Emily L. Vetter	Oct. 14, 1907	Oct. 14, 1907	1,200 00
Stenographer to commissioner Willcox	Grace G. Segrave	June 13, 1911	June 13, 1911	1,200 00
Stenographer to commissioner Cram	Helen A. Duffey	May 18, 1912	May 18, 1912	1,200 00
Stenographer to commissioner Williams	E. Maud Holt	Sept. 30, 1907	Dec. 2, 1907	1,200 00
Stenographer to commissioner Maltbie	Robert A. Stivender	Sept. 12, 1911	Sept. 12, 1911	1,200 00
Stenographer to commissioner Eustis	Rose Braunhut	July 29, 1907	July 29, 1907	1,200 00
Stenographer to counsel	William G. Fullen	April 13, 1912	April 13, 1912	1,200 00
Secretary to counsel	Thomas D. Hoxsey	Aug. 14, 1905	July 5, 1907	3,600 00
Secretary, bureau of gas and electricity	Robert Ridgway	Jan. 1, 1912	Jan. 1, 1912	10,000 00
Engineer of subway construction	Vacancy	.....	.....	.....
Deputy engineer of subway construction	Vacancy	.....	.....	10,000 00
Transportation engineer	Alfred Craven	May 1, 1900	Oct. 1, 1911	15,000 00
Chief engineer	W. F. Hine	May 5, 1911	May 5, 1911	3,600 00
Chief gas engineer				

Principal assistant engineer	Sverre Dahm	June 1, 1905	June 1, 1909	6,000 00
General inspector	George L. Lucas	Sept. 20, 1900	Oct. 1, 1911	3,750 00
Division engineer	Daniel L. Turner	June 1, 1905	Jan. 1, 1912	6,000 00
Division engineer	Cornelius V. V. Powers	Feb. 19, 1903	Feb. 19, 1903	6,000 00
Division engineer	J. H. Myers	May 3, 1906	May 3, 1906	6,000 00
Division engineer	Frederick C. Noble	Sept. 1, 1905	Sept. 1, 1905	6,000 00
Division engineer	Louis D. Fouquet	Jan. 1, 1908	Jan. 1, 1908	5,000 00
Division engineer	Jesse O. Shipman	Mar. 25, 1897	Oct. 1, 1911	6,000 00
Electrical engineer	Vacancy	.....	.....	.....
Assistant electrical engineer	Vacancy	.....	.....	.....

COMPETITIVE CLASS

Chief, bureau of franchises	Delos F. Wilcox	Dec. 9, 1907	Dec. 9, 1907	4,000 00
Second assistant secretary	James B. Walker	Jan. 4, 1908	Jan. 4, 1908	4,200 00
Third assistant secretary	Arthur McKinney	Oct. 1, 1907	Oct. 1, 1907	2,400 00
Chief clerk, bureau of complaints and accidents	George F. Daggett	Aug. 20, 1907	Nov. 25, 1907	3,000 00
Secretary to chief engineer	Milton J. Farrell	Mar. 1, 1900	July 1, 1907	2,700 00
Junior assistant counsel	Howard A. Butler	Feb. 1, 1908	Feb. 1, 1908	3,000 00
Junior assistant counsel	Russell B. Burnside	Feb. 2, 1909	Feb. 2, 1909	2,100 00
Junior assistant counsel	Jacob H. Goetz	Dec. 18, 1908	Dec. 18, 1908	2,100 00
Junior assistant counsel	Edward M. Deegan	April 1, 1908	April 1, 1908	2,100 00
Accountant	Max E. Prager	Jan. 1, 1911	Jan. 1, 1911	2,100 00
Accountant	George W. Shipway	Oct. 7, 1912	Oct. 7, 1912	2,100 00
Accountant	Charles Frank	May 24, 1909	May 24, 1909	1,950 00
Junior accountant	Alice R. Betts	Dec. 21, 1910	Dec. 21, 1910	1,650 00
Junior accountant	Hiram O. Van Tuyl	Oct. 14, 1908	Aug. 1, 1912	1,500 00
Librarian and statistician	Robert H. Whitten	Oct. 6, 1898	Oct. 10, 1907	3,600 00
Assistant chief statistician	George P. Watkins	April 14, 1908	Oct. 1, 1911	3,300 00
Statistician	Joseph C. Freehoff	Sept. 7, 1908	Sept. 7, 1908	1,800 00
Statistician	Dean Langmuir	Oct. 7, 1912	Oct. 7, 1912	2,250 00
Statistician	James L. Bahret	Feb. 1, 1912	Feb. 1, 1912	1,950 00
Statistician	William M. Feigenbaum	Nov. 18, 1912	Nov. 18, 1912	1,650 00
Statistician	Louis H. Lubarsky	Nov. 18, 1912	Nov. 18, 1912	1,650 00
Junior statistician	Louis Roth	Dec. 18, 1908	Dec. 18, 1908	1,800 00
Librarian and file clerk	Sadie E. Maguire	Nov. 6, 1907	Nov. 6, 1907	1,200 00
Library assistant	Mary F. Lindholm	Jan. 6, 1908	Jan. 6, 1908	1,200 00

PUBLIC SERVICE COMMISSION, FIRST DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Purchasing agent	John F. Lilly	Oct. 4, 1901	Sept. 11, 1908	$1,800 00
Franchise searcher	Frederick V. B. Goodwin	Dec. 5, 1907	Jan. 1, 1911	1,800 00
Franchise assistant	Ralph R. Monroe	Dec. 10, 1907	Oct. 1, 1910	1,800 00
Franchise draftsman	Francis G. Russell	Nov. 1, 1908	April 1, 1910	1,500 00
Franchise draftsman	A. A. Breitenberger	Nov. 19, 1909	Nov. 19, 1909	1,350 00
Law clerk	Robert J. Farrington	June 14, 1910	June 14, 1910	1,500 00
Law clerk	Edward Biele	Aug. 30, 1907	Jan. 1, 1913	720 00
Filing clerk	Bessie Brock	Feb. 6, 1908	Feb. 6, 1908	1,200 00
Filing clerk	Grace A. Jones	Feb. 10, 1908	Feb. 10, 1908	1,200 00
Filing clerk	Zella Sitterly	Feb. 26, 1908	Feb. 26, 1908	1,200 00
Filing clerk	Ethel W. Youngblood	May 1, 1908	May 1, 1908	1,200 00
Filing clerk	Mrs. Willie D. House	June 1, 1908	June 1, 1908	1,200 00
Filing clerk	Helen E. Clark	June 1, 1908	June 1, 1908	1,200 00
Statistical clerk	Leonard P. Burnham	Dec. 23, 1907	April 23, 1912	1,500 00
Correspondence clerk	Charles F. Smollin	May 18, 1910	May 18, 1910	1,500 00
Correspondence clerk	Bernard F. Gray	Sept. 6, 1910	Sept. 6, 1910	1,200 00
Assistant chief clerk	William E. Dalton	Feb. 18, 1901	Oct. 1, 1910	1,500 00
Assistant chief clerk	William Goldstein	June 9, 1902	Oct. 1, 1910	1,500 00
Assistant chief clerk	Alexander H. Manes	Oct. 1, 1907	Oct. 1, 1910	1,500 00
Assistant chief clerk	De Forest Drake	Oct. 23, 1907	Oct. 1, 1910	1,500 00
Clerk	William D. Milligan	Sept. 2, 1907	Sept. 2, 1907	1,200 00
Clerk	Erastus N. Root	Aug. 17, 1907	Aug. 17, 1907	1,080 00
Clerk	Aaron Rosner	Oct. 21, 1907	Oct. 21, 1907	1,080 00
Clerk	William E. Armstrong	Feb. 26, 1908	Feb. 26, 1908	960 00
Clerk	William F. Fay	Feb. 26, 1908	Feb. 26, 1908	960 00
Clerk	William E. Moore	Feb. 26, 1908	Feb. 26, 1908	960 00
Clerk	Charles Segal	June 28, 1909	June 28, 1909	660 00
Clerk	Joseph Baradel	Feb. 3, 1908	May 1, 1910	660 00

Clerk	Abraham Belaief	Sept. 15, 1909	Oct. 1, 1910	660 00
Clerk	Adolph Bergbom, Jr	Nov. 18, 1909	Oct. 1, 1910	660 00
Clerk	Samuel Cohen	Oct. 11, 1909	Oct. 1, 1910	660 00
Clerk	Harry Ferber	April 2, 1910	Oct. 1, 1910	660 00
Clerk	Louis Rathowsky	Mar. 7, 1910	Oct. 1, 1910	660 00
Junior clerk	Joseph Goldman	July 18, 1910	Aug. 1, 1911	540 00
Junior clerk	Morris Schreiber	July 14, 1910	Aug. 1, 1911	540 00
Junior clerk	Ralph Crocco	Aug. 19, 1910	Jan. 1, 1913	480 00
Junior clerk	George Ellenoff	Aug. 28, 1911	Jan. 1, 1913	480 00
Junior clerk	Charles E. Keller	Oct. 25, 1909	Jan. 1, 1913	480 00
Junior clerk	Lewis S. Michton	July 24, 1911	Jan. 1, 1913	480 00
Junior clerk	Abraham Linde	Mar. 12, 1909	Jan. 1, 1913	480 00
Junior clerk	Harry Regenbogen	Oct. 11, 1911	Jan. 1, 1913	480 00
Junior clerk	Samuel Schoenfeld	Oct. 9, 1911	Jan. 1, 1913	480 00
Junior clerk	Benjamin Weinberger	June 7, 1911	Jan. 1, 1913	480 00
Page	Myron Abrahams	Feb. 13, 1912	Feb. 13, 1912	360 00
Page	Michael Belaief	April 29, 1912	April 29, 1912	360 00
Page	Walter Cahill	June 24, 1912	June 24, 1912	360 00
Page	John W. Crowley	Oct. 28, 1912	Oct. 28, 1912	360 00
Page	Moses Markowitz	Aug. 19, 1912	Aug. 19, 1912	360 00
Page	Sylvester M. Owens	Mar. 4, 1912	Mar. 4, 1912	360 00
Page	Sydney Rosmarin	Nov. 20, 1911	Nov. 20, 1911	360 00
Page	Milton Rosner	Dec. 30, 1912	Dec. 30, 1912	360 00
Page	Nathan Hochberg	Oct. 28, 1912	Oct. 28, 1912	360 00
Page	Nathan Gladstone	Jan. 8, 1912	Jan. 8, 1912	360 00
Page	Reuben Grisman	April 22, 1912	April 22, 1912	360 00
Page	Louis Handman	April 29, 1912	April 29, 1912	360 00
Page	James J. Kincaid	Aug. 19, 1910	Aug. 19, 1910	360 00
Page	Philip Haimowitz	Dec. 30, 1912	Dec. 30, 1912	360 00
Page	Simon Lipschitz	Nov. 18, 1912	Nov. 18, 1912	360 00
Stenographer	Benjamin S. Blatteis	April 23, 1903	April 23, 1903	1,650 00
Stenographer	Robert S. Wright	Nov. 1, 1907	Nov. 1, 1907	1,650 00
Stenographer	Frederick W. Abell	July 28, 1902	July 28, 1902	1,500 00
Stenographer	Jesse A. Peck	Aug. 30, 1909	Aug. 30, 1909	1,350 00
Stenographer	Arthur J. Connolly	Mar. 7, 1907	Mar. 7, 1907	1,200 00
Stenographer	Albert E. Ludwig	Feb. 14, 1910	Feb. 14, 1910	1,200 00

PUBLIC SERVICE COMMISSION, FIRST DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Stenographer	William E. Rockstroh	Jan. 4, 1910	Jan. 4, 1910	$1,200 00
Stenographer	Lydia E. Kaufman	Dec. 10, 1907	Dec. 10, 1907	1,200 00
Stenographer	Myrtle M. Marvin	Dec. 16, 1907	Dec. 16, 1907	1,200 00
Stenographer	Gertrude M. L. Lavin	Aug. 3, 1908	Aug. 3, 1908	1,200 00
Stenographer	Eva A. Reinke	Aug. 3, 1908	Aug. 3, 1908	1,200 00
Stenographer	Lydia M. Brewster	Jan. 21, 1908	Jan. 21, 1908	1,200 00
Stenographer	Theresa Makay	Jan. 22, 1908	Jan. 22, 1908	1,200 00
Stenographer	Susan Adler	Feb. 1, 1908	Feb. 1, 1908	1,200 00
Stenographer	Hannah Gottfried	Feb. 1, 1908	Feb. 1, 1908	1,200 00
Stenographer	Rebecca Langerman	Feb. 7, 1908	Feb. 7, 1908	1,200 00
Stenographer	Mrs. Louise E. Reed	Mar. 24, 1908	Mar. 24, 1908	1,200 00
Stenographer	Charles T. Bryan	Aug. 9, 1909	Aug. 9, 1909	1,200 00
Stenographer	Robert Kunz	Jan. 4, 1910	Jan. 4, 1910	1,200 00
Stenographer	Herman Scheimberg	Feb. 1, 1910	Feb. 1, 1910	1,200 00
Stenographer	John J. F. Newman	Feb. 15, 1910	Feb. 15, 1910	1,200 00
Stenographer	Lilla E. Newton	Mar. 30, 1908	Mar. 30, 1908	1,200 00
Stenographer	Joseph F. Heeg	April 25, 1910	April 25, 1910	1,080 00
Stenographer	Lena Spinrad	Mar. 29, 1909	Oct. 15, 1909	1,080 00
Stenographer	Fannie A. Hart	Oct. 1, 1906	July 1, 1910	1,080 00
Stenographer	Rose Reich	Mar. 31, 1908	Mar. 31, 1908	1,080 00
Stenographer	Cecilia W. Teale	April 1, 1908	April 1, 1908	1,080 00
Stenographer	Selma Zeisler	Mar. 10, 1909	Mar. 10, 1909	1,080 00
Stenographer	William B. Barker	Mar. 11, 1912	Mar. 11, 1912	1,080 00
Stenographer	David S. Elgot	Oct. 9, 1911	Oct. 9, 1911	1,080 00
Stenographer	Henry E. Alexander	Nov. 8, 1911	Nov. 8, 1911	1,050 00
Stenographer	John Burger	June 19, 1911	June 19, 1911	1,050 00
Stenographer	George Meyer	Aug. 2, 1911	Aug. 2, 1911	1,050 00
Stenographer	James F. Milde	Nov. 20, 1911	Nov. 20, 1911	1,050 00

Stenographer	Joseph M. Paley	Oct. 3, 1911	Oct. 3, 1911	1,050 00
Stenographer	Abraham Robinson	June 19, 1911	June 19, 1911	1,050 00
Stenographer	George R. Smith, Jr	Oct. 11, 1911	Oct. 11, 1911	1,050 00
Stenographer	Hewitt Warburton	Oct. 11, 1911	Oct. 11, 1911	1,050 00
Stenographer	John J. Kennell	Feb. 5, 1912	Feb. 5, 1912	1,050 00
Stenographer	Carlton S. Reynolds	May 10, 1907	May 10, 1907	1,050 00
Stenographer	J. H. Arond	May 20, 1912	May 20, 1912	900 00
Stenographer	William J. Becker	Oct. 4, 1911	Oct. 4, 1911	900 00
Stenographer	Herman Blankstein	July 29, 1912	July 29, 1912	900 00
Stenographer	Abraham A. Cohan	Feb. 5, 1912	Feb. 5, 1912	900 00
Stenographer	Joseph Dorfman	July 29, 1912	July 29, 1912	900 00
Stenographer	Edward A. Levy	May 20, 1912	May 20, 1912	900 00
Stenographer	V. William Magrino	Mar. 18, 1912	Mar. 18, 1912	900 00
Stenographer	Christian A. Merz	Nov. 8, 1911	Nov. 8, 1911	900 00
Stenographer	Jerome Driscoll	Aug. 5, 1912	Aug. 5, 1912	900 00
Stenographer	Isidor B. Rebuf	Feb. 26, 1912	Feb. 26, 1912	900 00
Stenographer	Philip Rodman	July 31, 1911	July 31, 1911	900 00
Stenographer	John F. Shea	Feb. 13, 1912	Feb. 13, 1912	900 00
Stenographer	William E. P. Skelly	Feb. 5, 1912	Feb. 5, 1912	900 00
Stenographer	Lillian Cohen	July 8, 1912	July 8, 1912	900 00
Stenographer	Allan C. Hausrath	Aug. 5, 1912	Aug. 5, 1912	900 00
Stenographer	George Reif	July 24, 1912	July 24, 1912	900 00
Stenographer	Kate L. Canny	Nov. 15, 1909	Nov. 15, 1909	840 00
Stenographer	Samuel Wohl	Nov. 18, 1909	Jan. 1, 1913	720 00
Stenographer	Jacob Zucker	Feb. 4, 1909	Jan. 1, 1913	720 00
Photographer	Pierre P. Pullis	May 24, 1900	May 24, 1900	2,100 00
Assistant photographer	Granville W. Pullis	Nov. 1, 1911	Nov. 1, 1911	1,200 00
Proofreader	E. B. Sylvester	July 26, 1909	July 26, 1909	1,200 00
Proofreader	Cecelia K. Byrne	Sept. 20, 1910	Jan. 1, 1913	720 00
Telephone operator	Katherine B. Mullins	Aug. 21, 1907	Aug. 21, 1907	900 00
Telephone operator	Mary L. K. Murphy	Jan. 6, 1908	Jan. 6, 1908	900 00
Messenger	Theodore Kolber	July 19, 1909	July 19, 1909	960 00
Watchman and caretaker	Alexander F. Dugan	Mar. 28, 1910	Mar. 28, 1910	660 00
Watchman	Robert Wallace	June 24, 1910	June 24, 1910	660 00
Traffic inspector	Robert T. Donahue	April 1, 1908	April 1, 1908	1,500 00
Complaint inspector	Emil J. Schwarz	June 28, 1900	Feb. 17, 1908	1,500 00

PUBLIC SERVICE COMMISSION, FIRST DISTRICT — *(continued)*

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — *(continued)*			
Complaint inspector	Sumner B. Tooker	Sept. 16, 1907	Oct. 1, 1909	$1,350 00
Chemist	Amos G. Bussman	Aug. 21, 1911	Aug. 21, 1911	1,350 00
Chemist	R. L. Oberholser	Nov. 11, 1900	Nov. 11, 1900	2,400 00
Chemist, steel	John Cooperstock	Nov. 7, 1902	April 1, 1910	3,000 00
Senior assistant designing engineer	Aaron I. Raisman	April 1, 1903	April 1, 1910	3,750 00
Designing engineer	William J. Duncan	June 24, 1901	April 1, 1910	3,300 00
Designing engineer	Jasper T. Kane	May 7, 1900	April 1, 1910	3,300 00
Designing engineer	Charles E. Conover	Dec. 1, 1900	April 1, 1910	3,300 00
Designing engineer	Charles Rodenburg	May 22, 1900	April 1, 1910	3,300 00
Designing engineer	George F. Simpson	Feb. 7, 1901	April 1, 1910	2,700 00
Assistant designing engineer	Squire J. Vickers	May 25, 1906	May 25, 1906	3,600 00
Designing architect	W. Herbert Dole	Aug. 1, 1908	April 1, 1910	3,000 00
Designing architect	Rudolph H. Peppmuller	July 2, 1906	April 1, 1910	3,000 00
Designing architect	Henry Kamp	Dec. 12, 1902	April 1, 1910	2,400 00
Architectural designer	Harry M. Taylor	June 9, 1904	April 1, 1910	2,400 00
Architectural designer	Stephen L. Bower	May 25, 1906	Jan. 1, 1912	1,950 00
Architectural designer	Oscar Untervinger	Oct. 1, 1906	Jan. 1, 1912	1,950 00
Architectural designer	Henry O. Huntting	May 25, 1906	Jan. 1, 1912	1,801 00
Architectural designer	Fred D. Gardner	April 25, 1907	May 1, 1912	1,801 00
Architectural designer	Charles N. Green	Mar. 1, 1901	Jan. 1, 1913	3,300 00
Engineer of sub-surface structures	Henry L. Oesterich	May 14, 1900	April 1, 1910	3,750 00
Senior assistant division engineer	F. W. Carpenter	June 6, 1900	April 1, 1910	3,750 00
Senior assistant division engineer	Robert H. Jacobs	May 9, 1900	April 1, 1910	3,750 00
Senior assistant division engineer	William F. Stevenson	Oct. 24, 1901	April 1, 1910	3,750 00
Senior assistant division engineer	Arthur D. Prince	Sept. 15, 1900	April 1, 1910	3,750 00
Senior assistant division engineer	Thad L. Wilson	Mar. 11, 1903	April 1, 1910	3,001 00
Assistant division engineer	Charles D. Searle	Aug. 23, 1900	April 1, 1910	3,300 00
Assistant division engineer	James P. Locke	Jan. 5, 1901	April 1, 1910	3,300 00

Assistant division engineer	Michael H. Ryan	Sept. 20, 1900	April 1, 1910	3,300 00
Assistant division engineer	John H. Madden	May 29, 1901	April 1, 1910	3,300 00
Assistant division engineer	Henry J. Alexander	May 23, 1901	April 1, 1910	3,300 00
Assistant division engineer	Charles A. Hunt	Dec. 19, 1900	April 1, 1910	2,700 00
Assistant division engineer	Joseph L. Hunt	Sept. 22, 1900	Jan. 1, 1912	2,700 00
Assistant division engineer	Abraham Lodholz	Jan. 4, 1901	Jan. 1, 1912	2,700 00
Assistant division engineer	Samuel D. Bleich	Nov. 12, 1903	April 15, 1912	2,700 00
Electrical engineer	Clifton W. Wilder	April 1, 1908	April 1, 1908	4,800 00
Electrical engineer	William C. Whiston	Nov. 19, 1907	Nov. 19, 1907	2,700 00
Electrical engineer	John N. Dodd	June 23, 1908	June 23, 1908	2,700 00
Electrical engineer	Randolph H. Nexsen	April 1, 1908	April 1, 1908	2,550 00
Electrical engineer	William C. Boyrer	July 21, 1908	July 21, 1908	2,250 00
Assistant engineer	Edmund O. Cox	June 20, 1904	Nov. 1, 1906	2,400 00
Assistant engineer	Louis P. DeLuze	Mar. 14, 1901	Mar. 14, 1901	2,400 00
Assistant engineer	Frederick E. Ferris	Aug. 17, 1904	Aug. 17, 1904	2,400 00
Assistant engineer	George S. Frost	Nov. 11, 1900	Nov. 11, 1900	2,400 00
Assistant engineer	Eugene G. Haines	Sept. 8, 1904	Sept. 8, 1904	2,400 00
Assistant engineer	Milton Kempner	Mar. 9, 1903	Mar. 9, 1903	2,400 00
Assistant engineer	Albert J. Mayell	Oct. 14, 1901	Mar. 1, 1903	2,400 00
Assistant engineer	William L. Selmer	April 25, 1907	Mar. 1, 1909	2,400 00
Assistant engineer	Andrew Veitch, Jr	Nov. 1, 1900	Mar. 1, 1903	2,400 00
Assistant engineer	Israel V. Werbin	Aug. 6, 1901	Mar. 1, 1903	2,400 00
Assistant engineer	Frederick Wilcock	Mar. 14, 1901	Mar. 14, 1901	2,400 00
Assistant engineer	Alfred M. Wyman	Dec. 17, 1903	Dec. 17, 1903	2,400 00
Assistant engineer	Julius Glaser	Sept. 1, 1905	June 15, 1907	2,250 00
Assistant engineer	Arthur E. Clark	Oct. 20, 1903	Oct. 20, 1903	2,250 00
Assistant engineer	Albert Goertz	April 23, 1903	Aug. 15, 1907	2,250 00
Assistant engineer	Frederick B. Barshell	Aug. 1, 1906	Aug. 1, 1906	2,250 00
Assistant engineer	Lee H. Cummings	April 1, 1906	Aug. 1, 1909	2,250 00
Assistant engineer	William G. Golden	May 10, 1904	Aug. 1, 1906	2,250 00
Assistant engineer	John L. Hogan	Aug. 16, 1904	Aug. 1, 1905	2,250 00
Assistant engineer	Edward Pfortner	Sept. 16, 1902	Sept. 1, 1903	2,250 00
Assistant engineer	James R. Ferris	July 29, 1902	Aug. 15, 1904	2,100 00
Assistant engineer	Cornelius J. Gaffney	Sept. 22, 1900	Sept. 16, 1902	2,100 00
Assistant engineer	Percy E. Lyon	Mar. 2, 1901	Mar. 1, 1903	2,100 00
Assistant engineer	Cornelius Mulcahy	Sept. 22, 1900	Nov. 1, 1906	2,100 00

PUBLIC SERVICE COMMISSION, FIRST DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Assistant engineer	William Hotter	Aug. 16, 1904	Jan. 1, 1912	$1,950 00
Assistant engineer	William C. Kochendoerffer	Aug. 11, 1905	Jan. 1, 1912	1,950 00
Assistant engineer	Edward Pendlebury	Aug. 11, 1904	Jan. 1, 1912	1,950 00
Assistant engineer	Joseph A. Connelly	May 11, 1906	Jan. 1, 1912	1,950 00
Assistant engineer	Paul N. Entenmann	Aug. 18, 1904	Jan. 1, 1912	1,950 00
Assistant engineer	Clifford M. Holland	May 11, 1906	Jan. 1, 1912	1,950 00
Assistant engineer	Frederick H. Mellert	June 17, 1905	Jan. 1, 1912	1,950 00
Assistant engineer	George Murgatroyd	Oct. 20, 1903	Jan. 1, 1912	1,950 00
Assistant engineer	Charles W. McInenly	July 26, 1905	Jan. 1, 1912	1,950 00
Assistant engineer	George F. Mueden	April 9, 1908	Jan. 1, 1912	1,950 00
Assistant engineer	George Abraitys	Dec. 1, 1905	Oct. 1, 1912	1,950 00
Assistant engineer	Edgar S. Closson	May 17, 1906	May 17, 1906	1,950 00
Assistant engineer	Benjamin A. Hodgdon	Sept. 1, 1904	Oct. 1, 1912	1,950 00
Assistant engineer	Norman P. Massey	Mar. 1, 1910	Oct. 1, 1912	1,950 00
Assistant engineer	Charles P. E. Pengnet	April 7, 1908	April 15, 1912	1,950 00
Assistant engineer	Philip Sachs	Nov. 1, 1905	Oct. 1, 1912	1,950 00
Assistant engineer	Charles D. Thomas	Aug. 9, 1909	April 15, 1912	1,950 00
Assistant engineer	Charles E. Thomson	May 10, 1904	April 15, 1912	1,950 00
Assistant engineer	Alfred Brady	Aug. 15, 1908	Oct. 1, 1912	1,801 00
Assistant engineer	Frederick W. Chamberlain	Aug. 17, 1908	Oct. 1, 1912	1,801 00
Assistant engineer	Eugene Silber	April 6, 1908	Jan. 1, 1913	1,801 00
Assistant engineer	Alex S. Solow	Jan. 1, 1907	Oct. 1, 1912	1,801 00
Designer	John H. Quimby	April 5, 1907	April 1, 1910	2,400 00
Designer	Maurice E. Griest	May 1, 1908	April 1, 1910	2,400 00
Designer	L. R. Shellenberger	April 27, 1908	April 1, 1910	2,100 00
Designer	Bjorulf Hauklid	April 21, 1908	April 1, 1910	2,100 00
Designer	Erling Holtzmark	April 27, 1908	April 1, 1910	2,100 00
Designer	Olof A. Nilson	May 5, 1908	April 1, 1910	2,100 00

Designer	Albert C. Snead	April 15, 1908	April 1, 1910	2,100 00
Designer	Arthur F. Frost	April 8, 1908	April 8, 1908	2,100 00
Designer	Emil Bie	Aug. 1, 1909	Aug. 1, 1909	2,100 00
Designer	Charles Stikeman, Jr	April 27, 1908	April 1, 1910	1,950 00
Designer	Diedrich W. Krellwitz	April 4, 1910	June 16, 1910	1,950 00
Designer	Albert E. Hill	Nov. 4, 1908	April 1, 1910	1,950 00
Designer	Henry Hyman	Aug. 24, 1908	April 15, 1912	1,950 00
Designer	W. E. Jackson	May 25, 1908	April 1, 1910	1,950 00
Designer	Theodore P. Scates	Mar. 1, 1910	April 15, 1912	1,950 00
Designer	Lewis S. Benton	Aug. 15, 1908	April 15, 1912	1,801 00
Designer	Gerardo Immediato	Mar. 7, 1910	June 16, 1910	1,801 00
Railway engineer	Edward T. Fitzgerald	June 7, 1909	Oct. 1, 1910	2,250 00
Railway engineer	William W. Mason, Jr	June 16, 1909	Jan. 1, 1913	1,950 00
Junior railway engineer	George W. Kuhn	Mar. 26, 1909	April 1, 1910	1,800 00
Junior railway engineer	W. H. Freeman	Mar. 25, 1909	April 1, 1910	1,650 00
Junior railway engineer	Harry E. Carver	April 1, 1909	April 1, 1910	1,650 00
Junior railway engineer	George C. Millar	April 1, 1909	April 1, 1910	1,650 00
Junior railway engineer	Robert H. Mitchell	April 1, 1909	April 1, 1910	1,650 00
Junior railway engineer	J. S. Alderfer	April 30, 1909	April 1, 1910	1,650 00
Junior railway engineer	L. Frank Kohler	April 1, 1910	April 1, 1910	1,650 00
Junior railway engineer	Edwin B. Lefferts	April 1, 1910	April 1, 1910	1,650 00
Junior railway engineer	Charles H. Merritt	April 1, 1910	April 1, 1910	1,500 00
Junior railway engineer	Edward Niemann	April 1, 1910	April 1, 1910	1,501 00
Junior railway engineer	Francis G. Daniell	Mar. 1, 1911	Mar. 1, 1911	1,350 00
Junior engineer	Richard A. Berry	Sept. 22, 1900	April 1, 1910	1,800 00
Junior engineer	Harry L. Coyne	Sept. 5, 1903	April 1, 1910	1,800 00
Junior engineer	James J. McGuire, Jr	Aug. 1, 1900	April 1, 1910	1,800 00
Junior engineer	Stephen Schmidt	May 9, 1904	April 1, 1910	1,800 00
Junior engineer	Claude J. E. Rich	Aug. 7, 1902	April 1, 1910	1,800 00
Junior engineer	Charles F. Rohde	July 28, 1905	April 1, 1910	1,800 00
Junior engineer	Richard A. Fiesel	July 25, 1905	April 1, 1910	1,800 00
Junior engineer	Richard H. Burton	Dec. 27, 1906	April 1, 1910	1,800 00
Junior engineer	Albert E. Comstock	Sept. 16, 1902	April 1, 1910	1,800 00
Junior engineer	Charles M. Cornelius	Sept. 13, 1902	April 1, 1910	1,800 00
Junior engineer	Fred P. Volckmann	April 7, 1903	April 1, 1910	1,800 00
Junior engineer	Aksel H. Jorgensen	Oct. 30, 1905	April 1, 1910	1,800 00

PUBLIC SERVICE COMMISSION, FIRST DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Junior engineer	Melville S. Miller	July 28, 1905	April 1, 1910	$1,800 00
Junior engineer	Charles P. Madden	June 15, 1906	April 1, 1910	1,800 00
Junior engineer	James J. Clarkin	Aug. 3, 1905	April 1, 1910	1,800 00
Junior engineer	H. R. Holmes	June 20, 1910	Sept. 5, 1911	1,800 00
Junior engineer	Charles J. Slipper	May 11, 1906	April 1, 1910	1,800 00
Junior engineer	Charles A. Schastey	Aug. 7, 1905	April 1, 1910	1,650 00
Junior engineer	James F. Fouhy	June 1, 1907	April 1, 1910	1,650 00
Junior engineer	Stephen Koronski	April 1, 1910	April 1, 1910	1,650 00
Junior engineer	Charles M. Torpey	April 20, 1903	April 1, 1910	1,650 00
Junior engineer	Robert F. Brushaber	May 10, 1904	April 1, 1910	1,650 00
Junior engineer	Charles G. Guttinger	Nov. 1, 1905	April 1, 1910	1,650 00
Junior engineer	James Pearce, Jr	Mar. 19, 1903	April 1, 1910	1,650 00
Junior engineer	George Van Nostrand	Nov. 22, 1909	April 1, 1910	1,650 00
Junior engineer	John F. Greathead	June 11, 1907	Nov. 8, 1911	1,650 00
Junior engineer	Bruno C. Lechler	Jan. 1, 1910	April 1, 1910	1,650 00
Junior engineer	David J. Tonkonagy	April 1, 1907	April 1, 1910	1,512 00
Junior engineer	Isidor Jacobs	Jan. 10, 1907	April 1, 1910	1,501 00
Junior engineer	Otto Brown	April 27, 1908	Feb. 5, 1912	1,501 00
Junior engineer	Dwight S. Mallett	Aug. 15, 1910	Feb. 5, 1912	1,501 00
Junior engineer	Percy S. Palmer	May 25, 1912	Nov. 18, 1912	1,501 00
Junior engineer	John E. F. Higgins	April 6, 1903	April 1, 1910	1,500 00
Junior engineer	Victor Mishkin	May 5, 1908	June 23, 1910	1,500 00
Junior engineer	Morris A. Steinberg	July 28, 1905	April 1, 1910	1,500 00
Junior engineer	Willis E. Thompson	Dec. 3, 1909	April 1, 1910	1,500 00
Junior engineer	John S. Ryan	Aug. 18, 1905	April 1, 1910	1,500 00
Junior engineer	Joseph J. Elkin	Aug. 3, 1905	April 1, 1910	1,500 00
Junior engineer	Edward H. Wells, Jr	Nov. 22, 1909	April 15, 1912	1,500 00
Junior engineer	William A. Spelman	Nov. 22, 1909	April 1, 1910	1,350 00

Junior engineer	Sol Kronberg	Dec. 3, 1909	April 1, 1910	1,350 00
Junior engineer	Jacob B. Rothberg	Nov. 20, 1909	April 1, 1910	1,350 00
Junior engineer	Michael Ascher	Feb. 21, 1910	Jan. 1, 1912	1,350 00
Junior engineer	Anthony J. Daino	Dec. 27, 1909	Jan. 1, 1912	1,350 00
Junior engineer	Alfred G. Purgold	Nov. 7, 1906	Jan. 1, 1912	1,350 00
Junior engineer	William E. Rudolph	Aug. 15, 1910	Jan. 1, 1912	1,350 00
Junior engineer	John Scheuring	Jan. 18, 1910	Jan. 1, 1912	1,350 00
Junior engineer	Leonard Schollderfer	May 9, 1904	Jan. 1, 1912	1,350 00
Junior engineer	Harry M. Sheldon	Jan. 2, 1907	Jan. 1, 1912	1,350 00
Junior engineer	Robert I. Blackman	June 6, 1910	Aug. 12, 1912	1,350 00
Junior engineer	Arthur C. Fyffe	Aug. 3, 1905	Aug. 12, 1912	1,350 00
Junior engineer	Samuel H. Manning	May 1, 1907	Aug. 12, 1912	1,350 00
Junior engineer	John R. Monaghan	July 26, 1905	Aug. 12, 1912	1,350 00
Junior engineer	William H. Morris	April 8, 1912	April 8, 1912	1,350 00
Junior engineer	Ernest F. Schurman	April 23, 1903	Aug. 12, 1912	1,350 00
Junior engineer	Karl O. Strenge	Mar. 14, 1910	Aug. 12, 1912	1,350 00
Junior engineer	Walter J. Willis	May 5, 1910	Mar. 4, 1912	1,350 00
Junior engineer	Theodore Barbato	Aug. 15, 1910	Jan. 1, 1912	1,201 00
Junior engineer	Bartow S. Bascom	Oct. 21, 1912	Oct. 21, 1912	1,201 00
Junior engineer	Raymond S. Bennett	Oct. 28, 1912	Oct. 28, 1912	1,201 00
Junior engineer	Louis Bernstein	Nov. 4, 1912	Nov. 4, 1912	1,201 00
Junior engineer	Ralph G. Biggerstaff	Sept. 3, 1912	Sept. 3, 1912	1,201 00
Junior engineer	Henry Cash	June 5, 1908	Jan. 1, 1912	1,201 00
Junior engineer	Abe A. Chaimson	Nov. 4, 1912	Nov. 4, 1912	1,201 00
Junior engineer	Casper M. Connery	Nov. 11, 1912	Nov. 11, 1912	1,201 00
Junior engineer	Harry L. Davis	Oct. 28, 1912	Oct. 28, 1912	1,201 00
Junior engineer	Frank A. Dee	Nov. 18, 1912	Nov. 18, 1912	1,201 00
Junior engineer	Norman A. Deiser	Oct. 16, 1912	Oct. 16, 1912	1,201 00
Junior engineer	Arthur V. Denehy	Dec. 27, 1909	April 15, 1912	1,201 00
Junior engineer	James L. Doyle	Nov. 18, 1912	Nov. 18, 1912	1,201 00
Junior engineer	E. G. Edwards	April 1, 1910	Dec. 16, 1912	1,201 00
Junior engineer	Elmer C. Goodwin	Nov. 11, 1912	Nov. 11, 1912	1,201 00
Junior engineer	Lee H. Harris	Oct. 21, 1912	Oct. 21, 1912	1,201 00
Junior engineer	George W. Herrington	Nov. 11, 1912	Nov. 11, 1912	1,201 00
Junior engineer	John W. Hilliard	Dec. 2, 1912	Dec. 2, 1912	1,201 00
Junior engineer	Ansel A. Howard	Nov. 11, 1912	Nov. 11, 1912	1,201 00
Junior engineer	Walter F. Kelsey	Oct. 28, 1912	Oct. 28, 1912	1,201 00

PUBLIC SERVICE COMMISSION, FIRST DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Junior engineer	Maxim Kranz	Nov. 25, 1912	Nov. 25, 1912	$1,201 00
Junior engineer	Frank M. Kuchar	Oct. 19, 1911	July 8, 1912	1,201 00
Junior engineer	Peter J. Lamb	Oct. 21, 1912	Oct. 21, 1912	1,201 00
Junior engineer	Leon C. Loomis	Oct. 28, 1912	Oct. 28, 1912	1,201 00
Junior engineer	Russell Mack	Oct. 21, 1912	Oct. 21, 1912	1,201 00
Junior engineer	Kenneth Mott	Oct. 28, 1912	Oct. 28, 1912	1,201 00
Junior engineer	Earle D. Parker	Nov. 11, 1912	Nov. 11, 1912	1,201 00
Junior engineer	Archie H. Paterson	Nov. 11, 1912	Nov. 11, 1912	1,201 00
Junior engineer	Edward P. Quirk	Nov. 23, 1911	Sept. 30, 1912	1,201 00
Junior engineer	Arthur P. Roscoe	Oct. 28, 1912	Oct. 28, 1912	1,201 00
Junior engineer	Chas. M. Schultz	Nov. 25, 1912	Nov. 25, 1912	1,201 00
Junior engineer	Frank W. Saunderson	Nov. 25, 1912	Nov. 25, 1912	1,201 00
Junior engineer	Morris H. Sobel	Nov. 11, 1912	Nov. 11, 1912	1,201 00
Junior engineer	William C. Stuart	Dec. 9, 1912	Dec. 9, 1912	1,201 00
Junior engineer	Meyer Tiefenbrun	June 6, 1910	Nov. 25, 1912	1,201 00
Junior engineer	Otto L. Tonneson	Aug. 12, 1912	Sept. 3, 1912	1,201 00
Junior engineer	Charles L. Wood	Nov. 25, 1912	Nov. 25, 1912	1,201 00
Draftsman	William A. Collins	April 26, 1900	April 1, 1910	1,800 00
Draftsman	Vincent Ferri	April 8, 1908	April 1, 1910	1,800 00
Draftsman	Richard C. Fransden	April 28, 1908	April 1, 1910	1,800 00
Draftsman	Leo Haber	Mar. 7, 1910	April 1, 1910	1,800 00
Draftsman	Grover Hughes	July 25, 1905	April 1, 1910	1,800 00
Draftsman	J. P. B. Hyndman	April 7, 1908	April 1, 1910	1,800 00
Draftsman	E. D. Pildain	Mar. 28, 1910	June 21, 1910	1,800 00
Draftsman	Geo. M. Purver	July 12, 1909	April 1, 1910	1,800 00
Draftsman	Henry Steindler	July 12, 1909	April 1, 1910	1,800 00
Draftsman	John E. Worsley	July 12, 1909	April 1, 1910	1,800 00
Draftsman	Albert Bersin	Feb. 23, 1910	April 1, 1910	1,800 00

Draftsman	Oscar G. Blomquist	July 12, 1909	April 1, 1910	1,800 00
Draftsman	Joseph Courter	July 26, 1905	April 1, 1910	1,800 00
Draftsman	Jacob Hayman	May 2, 1906	April 1, 1910	1,800 00
Draftsman	Nathaniel Weisel	June 16, 1908	April 1, 1910	1,800 00
Draftsman	Howard B. Gates	July 12, 1909	April 1, 1910	1,800 00
Draftsman	Anders H. Bull	Aug. 2, 1909	April 1, 1910	1,800 00
Draftsman	Elie Cannes	Jan. 1, 1910	April 1, 1910	1,800 00
Draftsman	Berge B. Furre	June 15, 1908	April 1, 1910	1,800 00
Draftsman	Hyman E. Helfand	July 19, 1909	April 1, 1910	1,650 00
Draftsman	Martin Korn	April 8, 1908	April 1, 1910	1,650 00
Draftsman	Charles A. McCullogh	July 12, 1909	April 1, 1910	1,650 00
Draftsman	William P. Falkenstein	May 15, 1907	May 9, 1910	1,650 00
Draftsman	Francis W. Furlong	June 28, 1909	April 1, 1910	1,650 00
Draftsman	Andreas G. Kelstrup	April 13, 1910	June 15, 1910	1,650 00
Draftsman	Emanuel Scheyer	May 4, 1908	April 1, 1910	1,650 00
Draftsman	David A. Sealey	Mar. 21, 1910	June 16, 1910	1,650 00
Draftsman	Morris Serating, Jr	Mar. 15, 1910	April 1, 1910	1,650 00
Draftsman	Leon B. Woolf	Aug. 2, 1909	April 1, 1910	1,650 00
Draftsman	Charles Feddern	July 19, 1905	April 1, 1910	1,650 00
Draftsman	Ira D. Lovin	July 2, 1909	April 1, 1910	1,650 00
Draftsman	George Paaswell	July 12, 1909	April 1, 1910	1,650 00
Draftsman	Jones A. Stewart	July 12, 1909	April 1, 1910	1,650 00
Draftsman	William Stroebel	July 21, 1905	April 1, 1910	1,650 00
Draftsman	Ole Singstad	Mar. 21, 1910	June 16, 1910	1,501 00
Draftsman	James H. Dugan	July 12, 1909	April 1, 1910	1,500 00
Draftsman	Irwin W. Whittemore	Jan. 1, 1910	Jan. 1, 1912	1,500 00
Draftsman	Victor G. Zolton	Dec. 2, 1909	April 1, 1910	1,500 00
Draftsman	James Blanchfield	June 16, 1910	Jan. 1, 1912	1,500 00
Draftsman	Henry B. Hasselberg, Jr	April 13, 1908	Jan. 1, 1912	1,350 00
Draftsman	Urian Bernstein	June 16, 1910	Jan. 1, 1912	1,201 00
Draftsman	Harry W. Schulman	June 16, 1910	Jan. 1, 1912	1,201 00
Draftsman	Armin Boehm	June 24, 1912	June 24, 1912	1,201 00
Draftsman	Samuel Brandt	Dec. 2, 1912	Dec. 2, 1912	1,201 00
Draftsman	John Dryshpel	June 16, 1910	Aug. 12, 1912	1,201 00
Draftsman	Nathan P. Epstein	Sept. 3, 1912	Sept. 3, 1912	1,201 00
Draftsman	Morris Feinstein	Sept. 23, 1912	Sept. 23, 1912	1,201 00
Draftsman	Samuel Fine	Sept. 9, 1912	Sept. 9, 1912	1,201 00

PUBLIC SERVICE COMMISSION, FIRST DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Draftsman	Max Goodman	Sept. 3, 1912	Sept. 3, 1912	$1,201 00
Draftsman	Joseph Harber	Sept. 9, 1912	Sept. 9, 1912	1,201 00
Draftsman	A. J. Mantica	Nov. 6, 1912	Nov. 6, 1912	1,201 00
Draftsman	Max Miller	July 1, 1912	July 1, 1912	1,201 00
Draftsman	Charles W. Murdock	Dec. 30, 1912	Dec. 30, 1912	1,201 00
Draftsman	Ernest Nicholson	Sept. 9, 1912	Sept. 9, 1912	1,201 00
Draftsman	Israel Orlian	Nov. 25, 1912	Nov. 25, 1912	1,201 00
Draftsman	Charles Phillips	July 15, 1912	July 15, 1912	1,201 00
Draftsman	S. M. Poutier	Sept. 3, 1912	Sept. 3, 1912	1,201 00
Draftsman	Leo Rayvid	Nov. 18, 1912	Nov. 18, 1912	1,201 00
Draftsman	Arthur C. Schanz	Mar. 8, 1909	Aug. 12, 1912	1,201 00
Draftsman	Lazarus Trommer	Nov. 25, 1912	Nov. 25, 1912	1,201 00
Draftsman	Peter Weiner	Nov. 25, 1912	Nov. 25, 1912	1,201 00
Draftsman	Joseph Weinstein	Dec. 2, 1912	Dec. 2, 1912	1,201 00
Junior assistant	Samuel Singer	Aug. 13, 1903	April 1, 1910	1,200 00
Junior assistant	Edw. Bergman, Jr.	July 19, 1905	April 1, 1910	1,200 00
Junior assistant	Harry J. Denny	Sept. 5, 1905	April 1, 1910	1,200 00
Junior assistant	Ludwig A. Jauss	Sept. 5, 1905	April 1, 1910	1,200 00
Junior assistant	John M. Dunbar	April 10, 1906	April 1, 1910	1,200 00
Junior assistant	Frank C. McGuire	June 28, 1901	April 1, 1910	1,200 00
Junior assistant	Vincent Macaluso	June 16, 1910	June 16, 1910	1,200 00
Junior assistant	F. E. Moore	April 6, 1908	April 1, 1910	1,200 00
Junior assistant	Thomas E. Raymond	Mar. 4, 1902	April 1, 1910	1,200 00
Junior assistant	Louis W. Seiferd	Mar. 30, 1903	April 1, 1910	1,200 00
Junior assistant	John E. Simmons	Oct. 14, 1903	April 1, 1910	1,200 00
Junior assistant	Henry Sunkle	Oct. 14, 1885	April 1, 1910	1,200 00
Junior assistant	John McKeon	June 5, 1903	April 1, 1910	1,200 00
Junior assistant	Joseph A. Mauser	Aug. 3, 1905	April 1, 1910	1,200 00

Junior assistant	Rudolph P. Smith	Mar. 9, 1910	June 16, 1910	1,200 00
Junior assistant	Thomas M. Brassel	July 21, 1910	Oct. 23, 1911	1,080 00
Junior assistant	Frank P. Gallagher	Feb. 1, 1907	April 1, 1910	1,080 00
Junior assistant	William Ginsberg	Sept. 6, 1910	Sept. 5, 1911	1,080 00
Junior assistant	George A. Healy	Jan. 30, 1907	April 1, 1910	1,080 00
Junior assistant	Otto H. Jaeger	June 6, 1904	April 1, 1910	1,080 00
Junior assistant	Frank E. Mandel	June 1, 1911	Jan. 8, 1912	1,080 00
Junior assistant	Charles Montag	Oct. 15, 1910	April 1, 1910	1,080 00
Junior assistant	Julius N. Muehlenthal	June 5, 1908	April 1, 1910	1,080 00
Junior assistant	Samuel N. Nathan	April 8, 1912	April 8, 1912	1,080 00
Junior assistant	Floy T. Sheldon	May 16, 1910	May 16, 1910	1,080 00
Junior assistant	Julius Soman	April 17, 1908	April 1, 1910	1,080 00
Junior assistant	Henry G. Daly	May 13, 1912	May 13, 1912	1,050 00
Junior assistant	Edward R. Howell	May 13, 1912	May 13, 1912	1,050 00
Junior assistant	Samuel Levine	May 25, 1908	Feb. 20, 1912	1,050 00
Junior assistant	Walter L. Michel	Mar. 28, 1910	April 1, 1910	1,050 00
Junior assistant	Alex Asrikan	Mar. 17, 1910	June 16, 1910	960 00
Junior assistant	Abraham Bloom	May 16, 1910	May 16, 1910	960 00
Junior assistant	Morris Savage	May 18, 1910	May 18, 1910	960 00
Junior assistant	Fremont L. Van Patten	May 6, 1912	May 6, 1912	960 00
Junior assistant	Morris Altman	May 16, 1911	Sept. 30, 1912	901 00
Junior assistant	Douglas Allaire	Feb. 26, 1912	Feb. 26, 1912	901 00
Junior assistant	Walter Bachner	Dec. 16, 1912	Dec. 16, 1912	901 00
Junior assistant	M. F. Becker	April 15, 1910	Oct. 28, 1912	901 00
Junior assistant	Samuel E. Berkenblit	Oct. 14, 1912	Oct. 14, 1912	901 00
Junior assistant	George C. Boyd	July 29, 1912	July 29, 1912	901 00
Junior assistant	C. E. Bretz	July 8, 1912	July 8, 1912	901 00
Junior assistant	Carl H. Busath	July 8, 1912	July 8, 1912	901 00
Junior assistant	Wilbur H. Caney	July 8, 1912	July 8, 1912	901 00
Junior assistant	Dana H. Cannon	Oct. 5, 1912	Oct. 5, 1912	901 00
Junior assistant	Joseph Cattano	Dec. 23, 1912	Dec. 23, 1912	901 00
Junior assistant	Samuel Chafets	Dec. 23, 1912	Dec. 23, 1912	901 00
Junior assistant	S. A. Cheeseman	June 17, 1912	June 17, 1912	901 00
Junior assistant	Wallace T. Clarry	July 15, 1912	July 15, 1912	901 00
Junior assistant	Edmund A. Close	Oct. 21, 1912	Oct. 21, 1912	901 00
Junior assistant	George Closset, Jr	Aug. 19, 1912	Oct. 14, 1912	901 00
Junior assistant	Newell S. Covert	July 8, 1912	July 8, 1912	901 00

PUBLIC SERVICE COMMISSION, FIRST DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Junior assistant	John W. Daly	July 1, 1912	July 1, 1912	$901 00
Junior assistant	Joseph J. Darcy	Nov. 18, 1912	Nov. 18, 1912	901 00
Junior assistant	Charles W. Deane	June 16, 1910	June 16, 1910	901 00
Junior assistant	Maxwell Den	Aug. 5, 1912	Aug. 5, 1912	901 00
Junior assistant	George S. Donohue	July 29, 1912	July 29, 1912	901 00
Junior assistant	Joseph Feinstein	Sept. 9, 1912	Sept. 9, 1912	901 00
Junior assistant	Max Freund	Oct. 7, 1912	Oct. 7, 1912	901 00
Junior assistant	Benjamin F. Gerding	Oct. 5, 1912	Oct. 5, 1912	901 00
Junior assistant	Joseph Goldberg	Dec. 23, 1912	Dec. 23, 1912	901 00
Junior assistant	Morris A. Goldberg	Dec. 16, 1912	Dec. 16, 1912	901 00
Junior assistant	Nathan Goldschlag	Oct. 7, 1912	Oct. 7, 1912	901 00
Junior assistant	Moses Gordan	June 3, 1912	June 3, 1912	901 00
Junior assistant	Jacob Govern	Dec. 16, 1912	Dec. 16, 1912	901 00
Junior assistant	Francis V. Hayes	July 8, 1912	July 8, 1912	901 00
Junior assistant	W. Edward Hinman	Sept. 30, 1912	Sept. 30, 1912	901 00
Junior assistant	Leon A. Humphrey	Dec. 2, 1912	Dec. 2, 1912	901 00
Junior assistant	Roscoe B. Kent	July 22, 1912	July 22, 1912	901 00
Junior assistant	Jacob Kramer	Dec. 16, 1912	Dec. 16, 1912	901 00
Junior assistant	Andrew F. Lamb	Oct. 7, 1912	Oct. 7, 1912	901 00
Junior assistant	Harry M. Leon	July 8, 1912	July 8, 1912	901 00
Junior assistant	B. S. Livingston	June 24, 1912	June 24, 1912	901 00
Junior assistant	Edward Mackasek	July 8, 1912	July 8, 1912	901 00
Junior assistant	A. Bell Malcomson	July 15, 1912	July 15, 1912	901 00
Junior assistant	James B. Martin	July 8, 1912	July 8, 1912	901 00
Junior assistant	John M. Menzie	Dec. 23, 1912	Dec. 23, 1912	901 00
Junior assistant	Clarence G. Norton	July 8, 1912	July 8, 1912	901 00
Junior assistant	James G. Norton	Aug. 12, 1912	Aug. 12, 1912	901 00
Junior assistant	Richard V. O'Brien	June 17, 1912	June 17, 1912	901 00

Junior assistant	Joseph Parton	Dec. 2, 1912	Dec. 2, 1912	901 00
Junior assistant	Peter Remsen	July 8, 1912	July 8, 1912	901 00
Junior assistant	Raymond Richards	May 27, 1912	Sept. 30, 1912	901 00
Junior assistant	Harry Rozynski	June 3, 1912	June 3, 1912	901 00
Junior assistant	William C. Roux	May 31, 1912	Nov. 25, 1912	901 00
Junior assistant	Charles P. Rumpf	July 1, 1912	July 1, 1912	901 00
Junior assistant	Milton Samuels	Nov. 4, 1912	Nov. 4, 1912	901 00
Junior assistant	Morris Schotland	June 3, 1912	June 3, 1912	901 00
Junior assistant	David Schubert	Nov. 25, 1912	Nov. 25, 1912	901 00
Junior assistant	Joseph A. Shanahan	April 14, 1910	Feb. 5, 1912	901 00
Junior assistant	G. H. Siedenburg	June 3, 1912	Nov. 25, 1912	901 00
Junior assistant	Morris Silverman	Nov. 25, 1912	Nov. 25, 1912	901 00
Junior assistant	Martin I. Smith	July 8, 1912	July 8, 1912	901 00
Junior assistant	Edward A. Thompson	July 10, 1912	July 10, 1912	901 00
Junior assistant	William Ulanoff	Dec. 16, 1912	Dec. 16, 1912	901 00
Junior assistant	Karel Van de Cop	Mar. 25, 1912	Mar. 25, 1912	901 00
Junior assistant	S. J. Walzer	June 10, 1912	June 10, 1912	901 00
Junior assistant	James McB. Webster	Dec. 16, 1912	Dec. 16, 1912	901 00
Junior assistant	B. Burson Wolfe	June 4, 1912	Nov. 11, 1912	901 00
Junior assistant	Guy S. Wood	July 8, 1912	July 8, 1912	901 00
Junior assistant	William K. Zweeres	Dec. 2, 1912	Dec. 2, 1912	901 00
Junior assistant	Walter L. Broderick	Aug. 10, 1911	Aug. 10, 1911	900 00
Junior assistant	Roland S. Curley	July 17, 1911	July 17, 1911	900 00
Junior assistant	John J. Harrington, Jr	May 5, 1908	May 5, 1908	900 00
Junior assistant	Frank X. Heyd	April 20, 1910	Nov. 13, 1911	900 00
Junior assistant	Julius Hoeffler	May 29, 1911	Oct. 2, 1911	900 00
Junior assistant	Edward A. McSorley	Jan. 11, 1910	April 1, 1910	900 00
Junior assistant	S. M. Messer	Sept. 8, 1910	Jan. 10, 1912	900 00
Junior assistant	Julius Mishkin	May 12, 1908	April 22, 1910	900 00
Junior assistant	John Pitz	April 4, 1910	Oct. 9, 1911	900 00
Junior assistant	George H. Savarese	Nov. 1, 1907	April 22, 1910	900 00
Junior assistant	William D. Shanahan	Jan. 22, 1907	April 1, 1910	900 00
Junior assistant	Michael F. Sullivan	April 6, 1908	April 18, 1910	900 00
Junior assistant	George Tighe	Aug. 10, 1911	Aug. 10, 1911	900 00
Junior assistant	George F. Wagner	July 24, 1911	July 24, 1911	900 00
Junior assistant	Abraham Waltzer	Nov. 11, 1908	April 1, 1910	900 00
Junior assistant	Albert H. Silsby	Aug. 28, 1911	Aug. 28, 1911	840 00

PUBLIC SERVICE COMMISSION, FIRST DISTR CT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Junior assistant	Joseph Baumwoll	May 1, 1911	Oct. 16, 1911	$810 00
Junior assistant	John Cloughen, Jr.	May 31, 1911	Sept. 5, 1911	810 00
Junior assistant	Bernard V. Corcoran	July 17, 1911	July 17, 1911	810 00
Junior assistant	Raymond T. A. Crowe	July 24, 1911	July 24, 1911	810 00
Junior assistant	Anthony B. Czeckowski	July 24, 1911	July 24, 1911	810 00
Junior assistant	John G. Flynn	Nov. 1, 1907	April 1, 1910	810 00
Junior assistant	Samuel M. Forer	May 20, 1912	May 20, 1912	810 00
Junior assistant	Henry C. Green	Oct. 9, 1911	Oct. 9, 1911	810 00
Junior assistant	Charles B. Hogan	Sept. 7, 1910	Oct. 16, 1911	810 00
Junior assistant	Abner A. Katz	June 23, 1911	Sept. 30, 1911	810 00
Junior assistant	William S. Moran	Jan. 15, 1912	Jan. 15, 1912	810 00
Junior assistant	Maurice S. Mossesson	Dec. 18, 1911	Dec. 18, 1911	810 00
Junior assistant	W. W. Pragnell	Feb. 13, 1912	Feb. 13, 1912	810 00
Junior assistant	James W. Ridgeway	July 24, 1911	July 24, 1911	810 00
Junior assistant	Clarence A. Ritchie	June 2, 1909	May 9, 1910	810 00
Junior assistant	Robert L. Rubinstein	Nov. 13, 1911	Nov. 13, 1911	810 00
Junior assistant	Nathan Seligman	July 24, 1911	July 24, 1911	810 00
Junior assistant	Chester R. Sime	July 1, 1912	July 1, 1912	810 00
Junior assistant	Ralph B. Smith	April 29, 1912	April 29, 1912	810 00
Junior assistant	Frederick W. Stiefel	Oct. 19, 1911	Oct. 19, 1911	810 00
Junior assistant	E. E. Van Buren	May 29, 1911	Nov. 20, 1911	810 00
Junior assistant	Jacob Aisenberg	Dec. 16, 1912	Dec. 16, 1912	721 00
Junior assistant	Morris Alter	May 9, 1910	June 1, 1912	721 00
Junior assistant	Theodore J. Anderson	July 31, 1911	July 31, 1911	721 00
Junior assistant	Israel Beerman	May 11, 1911	Jan. 2, 1912	721 00
Junior assistant	G. M. Biales	June 3, 1912	June 3, 1912	721 00
Junior assistant	Herman F. Bishop	June 24, 1912	June 24, 1912	721 00
Junior assistant	Harry Blum	July 13, 1911	Aug. 19, 1912	721 00

Junior assistant	J. T. Brennan, Jr.	June 20, 1910	July 1, 1912	721 00
Junior assistant	Noah Breslow	July 24, 1911	July 24, 1911	721 00
Junior assistant	John J. Cope	Nov. 6, 1912	Nov. 6, 1912	721 00
Junior assistant	A. A. Cunningham	June 12, 1911	Jan. 2, 1912	721 00
Junior assistant	George T. Donahue	Dec. 2, 1912	Dec. 2, 1912	721 00
Junior assistant	Moses A. Drucker	July 29, 1912	July 29, 1912	721 00
Junior assistant	Thomas D. Eaton	Nov. 8, 1911	Nov. 8, 1911	721 00
Junior assistant	Harry L. Edelson	May 13, 1912	May 13, 1912	721 00
Junior assistant	Jacob Gallanter	May 13, 1912	May 13, 1912	721 00
Junior assistant	Maxwell Goldstein	July 15, 1912	July 15, 1912	721 00
Junior assistant	E. A. Hammer	Dec. 9, 1912	Dec. 9, 1912	721 00
Junior assistant	Walter M. Jackson, Jr.	Nov. 4, 1912	Nov. 4, 1912	721 00
Junior assistant	Charles A. C. Johnson, Jr.	Dec. 2, 1912	Dec. 2, 1912	721 00
Junior assistant	Louis Kamman	June 24, 1912	June 24, 1912	721 00
Junior assistant	Henry L. Kanter	Nov. 25, 1912	Nov. 25, 1912	721 00
Junior assistant	Isaac Kaufman	June 3, 1912	June 3, 1912	721 00
Junior assistant	Thomas J. McEntegart	June 17, 1912	June 17, 1912	721 00
Junior assistant	Harry Maxmann	May 29, 1911	July 22, 1912	721 00
Junior assistant	Joseph Miller	Nov. 13, 1911	Nov. 13, 1911	721 00
Junior assistant	A. C. Neumeyer	July 31, 1911	July 31, 1911	721 00
Junior assistant	Henry Propper	Nov. 25, 1912	Nov. 25, 1912	721 00
Junior assistant	Frederick H. Robb	July 1, 1912	July 1, 1912	721 00
Junior assistant	Sam Rosenberg	May 9, 1910	May 13, 1912	721 00
Junior assistant	Israel Rubinstein	May 13, 1912	May 13, 1912	721 00
Junior assistant	George F. Sexton	May 1, 1911	Sept. 5, 1911	721 00
Junior assistant	Julius Shane	May 25, 1911	May 13, 1912	721 00
Junior assistant	Samuel Silverstein	Feb. 5, 1912	Feb. 5, 1912	721 00
Junior assistant	Leslie Spier	Nov. 4, 1912	Nov. 4, 1912	721 00
Junior assistant	Samuel Valenstein	Feb. 5, 1912	Feb. 5, 1912	721 00
Junior assistant	John M. Wallace	Dec. 2, 1912	Dec. 2, 1912	721 00
Junior assistant	Samuel Weisman	July 31, 1911	July 31, 1911	721 00
Junior assistant	Edward Clarke	July 5, 1910	July 24, 1911	720 00
Junior assistant	Geyza Dubrasky	May 5, 1908	May 3, 1910	720 00
Junior assistant	Nathan Finestone	Aug. 1, 1911	Aug. 1, 1911	720 00
Junior assistant	Samuel Goldstein	July 24, 1911	July 24, 1911	720 00
Junior assistant	J. A. McSorley	May 8, 1911	Oct. 23, 1911	720 00
Junior assistant	J. Michael Marion	June 3, 1911	Oct. 30, 1911	720 00

PUBLIC SERVICE COMMISSION, FIRST DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Junior assistant	Edward F. Netterfield	April 13, 1908	Aug. 3, 1909	$720 00
Junior assistant	Thomas C. Pearson	July 24, 1911	July 24, 1911	720 00
Junior assistant	Martin F. Quinn	Jan. 10, 1912	Jan. 10, 1912	720 00
Junior assistant	Philip Steigman	May 15, 1911	Oct. 23, 1911	720 00
Junior assistant	W. H. S. Tripp	Aug. 1, 1911	Aug. 1, 1911	720 00
Junior assistant	Louis Benenson	June 3, 1912	June 3, 1912	660 00
Junior assistant	Walter C. Bligh	July 26, 1911	July 26, 1911	660 00
Junior assistant	Martin J. Goldman	Oct. 6, 1910	Aug. 14, 1911	660 00
Junior assistant	Joseph S. Judge	May 25, 1911	Jan. 15, 1912	660 00
Junior assistant	John F. McEwen	Nov. 27, 1911	Nov. 27, 1911	660 00
Junior assistant	Alexis O'Leary	May 13, 1912	May 13, 1912	660 00
Junior assistant	Albert Ascher	Oct. 14, 1912	Oct. 14, 1912	601 00
Junior assistant	Chester W. Barber	July 23, 1912	July 23, 1912	601 00
Junior assistant	Michael Bishon	June 10, 1912	June 10, 1912	601 00
Junior assistant	Max Bloch	June 3, 1912	June 3, 1912	601 00
Junior assistant	Louis J. Borstelman	Oct. 28, 1912	Oct. 28, 1912	601 00
Junior assistant	John Q. Burtis	Oct. 14, 1912	Oct. 14, 1912	601 00
Junior assistant	Frank J. Coughlin	Oct. 14, 1912	Oct. 14, 1912	601 00
Junior assistant	Robert S. Demarest	Oct. 28, 1912	Oct. 28, 1912	601 00
Junior assistant	John J. Devery, Jr.	Sept. 30, 1912	Sept. 30, 1912	601 00
Junior assistant	Warren E. Donnelly	Oct. 28, 1912	Oct. 28, 1912	601 00
Junior assistant	Luke J. V. Duffy	Oct. 28, 1912	Oct. 28, 1912	601 00
Junior assistant	Louis T. Ebert	Oct. 28, 1912	Oct. 28, 1912	601 00
Junior assistant	Samuel Elkin	Oct. 31, 1912	Oct. 31, 1912	601 00
Junior assistant	Eugene E. Farnam	May 13, 1912	May 13, 1912	601 00
Junior assistant	Morris Fennenboch	Oct. 28, 1912	Oct. 28, 1912	601 00
Junior assistant	Walter Fritz	Sept. 23, 1912	Sept. 23, 1912	601 00
Junior assistant	Samuel Ginsburg	April 29, 1912	April 29, 1912	601 00

Junior assistant	Edward Goldberg	Feb. 5, 1912	Feb. 5, 1912	601 00
Junior assistant	Henry Grill	Feb. 26, 1912	Feb. 26, 1912	601 00
Junior assistant	Dennis J. Grillo	June 24, 1912	June 24, 1912	601 00
Junior assistant	Edward H. Gross, Jr.	Oct. 28, 1912	Oct. 28, 1912	601 00
Junior assistant	Rudolph Gross, Jr.	Sept. 16, 1912	Sept. 16, 1912	601 00
Junior assistant	Rudolph A. Gross	Oct. 14, 1912	Oct. 14, 1912	601 00
Junior assistant	Hewitt S. Gurne	Oct. 28, 1912	Oct. 28, 1912	601 00
Junior assistant	W. T. Haight	Sept. 16, 1912	Sept. 16, 1912	601 00
Junior assistant	William R. Hauser	Sept. 3, 1912	Sept. 3, 1912	601 00
Junior assistant	Theodore I. Heit	June 10, 1912	June 10, 1912	601 00
Junior assistant	Walter F. Hewitt	Sept. 16, 1912	Sept. 16, 1912	601 00
Junior assistant	Edward Horowitz	Oct. 7, 1912	Oct. 7, 1912	601 00
Junior assistant	Samuel Jaffe	Oct. 28, 1912	Oct. 28, 1912	601 00
Junior assistant	Harry Jawetz	Aug. 19, 1912	Aug. 19, 1912	601 00
Junior assistant	Harry H. Johnston	Oct. 28, 1912	Oct. 28, 1912	601 00
Junior assistant	Guy W. Jones	June 10, 1912	June 10, 1912	601 00
Junior assistant	Jack Joseph	June 17, 1912	June 17, 1912	601 00
Junior assistant	Henry Karnof	June 3, 1912	June 3, 1912	601 00
Junior assistant	Benjamin Kasser	Sept. 23, 1912	Sept. 23, 1912	601 00
Junior assistant	John J. Keegan	June 24, 1912	June 24, 1912	601 00
Junior assistant	Joseph H. Kline	Oct. 28, 1912	Oct. 28, 1912	601 00
Junior assistant	Christian Kopp	May 13, 1912	May 13, 1912	601 00
Junior assistant	Henry Kuemmel, Jr.	July 29, 1912	July 29, 1912	601 00
Junior assistant	Benjamin Lefkowitz	Sept. 30, 1912	Sept. 30, 1912	601 00
Junior assistant	Charles A. Lenck	Oct. 14, 1912	Oct. 14, 1912	601 00
Junior assistant	Edward E. McCaffery	Sept. 30, 1912	Sept. 30, 1912	601 00
Junior assistant	John J. McCue	Oct. 28, 1912	Oct. 28, 1912	601 00
Junior assistant	Joseph L. McCue	Oct. 28, 1912	Oct. 28, 1912	601 00
Junior assistant	John J. McGovern	April 29, 1912	April 29, 1912	601 00
Junior assistant	George R. McNally	Sept. 23, 1912	Sept. 23, 1912	601 00
Junior assistant	Joseph L. Mack	Oct. 28, 1912	Oct. 28, 1912	601 00
Junior assistant	Wilbur A. Mellny	Oct. 14, 1912	Oct. 14, 1912	601 00
Junior assistant	William Michels	Oct. 21, 1912	Oct. 21, 1912	601 00
Junior assistant	John P. Moynahan	Oct. 28, 1912	Oct. 28, 1912	601 00
Junior assistant	Clarence E. Noska	Nov. 4, 1912	Nov. 4, 1912	601 00
Junior assistant	Samuel N. Oppenheim	Oct. 28, 1912	Oct. 28, 1912	601 00
Junior assistant	Arthur F. Pfandler	May 13, 1912	May 13, 1912	601 00

PUBLIC SERVICE COMMISSION, FIRST DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Junior assistant	Jacob P. Pralatowski	Oct. 1, 1912	Oct. 1, 1912	$601 00
Junior assistant	Abraham Pruzan	Sept. 16, 1912	Sept. 16, 1912	601 00
Junior assistant	Jacob A. Rozen	Sept. 23, 1912	Sept. 23, 1912	601 00
Junior assistant	James C. Russell	July 1, 1912	July 1, 1912	601 00
Junior assistant	John S. Scholl	June 3, 1912	June 3, 1912	601 00
Junior assistant	Abraham Shapiro	Oct. 28, 1912	Oct. 28, 1912	601 00
Junior assistant	A. J. Shapiro	June 3, 1912	June 3, 1912	601 00
Junior assistant	Nathan Simonowitz	Feb. 26, 1912	Feb. 26, 1912	601 00
Junior assistant	Harold P. Smith	Oct. 28, 1912	Oct 28, 1912	601 00
Junior assistant	Max Steigman	Sept. 23, 1912	Sept. 23, 1912	601 00
Junior assistant	John F. Steininger	July 29, 1912	July 29, 1912	601 00
Junior assistant	Jacob Sumter	July 29, 1912	July 29, 1912	601 00
Junior assistant	Isaac Van Kleef	Oct. 14, 1912	Oct. 14, 1912	601 00
Junior assistant	M. Wasserman	Oct. 7, 1912	Oct. 7, 1912	601 00
Junior assistant	Simon Weiner	July 29, 1912	July 29, 1912	601 00
Junior assistant	Herbert L. Williams	Feb. 5, 1912	Feb. 5, 1912	601 00
Inspector of steel	Charles B. Thomas	Oct. 1, 1901	Oct. 1, 1901	1,650 00
Inspector of steel	J. E. Newlands	Dec. 30, 1902	Dec. 30, 1902	1,650 00
Inspector of steel	Benjamin Maurice	Dec. 11, 1911	Dec. 11, 1911	1,650 00
Inspector of steel	George N. Kerbey	April 15, 1912	April 15, 1912	1,650 00
Inspector of steel	Charles Hermes	Jan. 22, 1912	Jan. 22, 1912	1,501 00
Inspector of steel	Albert C. Zebley	Sept. 3, 1912	Sept. 3, 1912	1,500 00
Inspector of steel	John B. Carey	Dec. 2, 1912	Dec. 2, 1912	1,500 00
Inspector of steel	Edward S. Kendrick	Sept. 3, 1912	Sept. 3, 1912	1,500 00
Cement tester	Robert F. Walker	Oct. 3, 1900	Oct. 3, 1900	2,400 00
Cement tester	W. A. Langdon	Aug. 8, 1902	Aug. 8, 1902	1,650 00
Cement tester	Thaddeus Judson	April 5, 1910	April 5, 1910	1,650 00
Architectural draftsman	Ralph R. Clark	June 1, 1906	June 1, 1906	1,800 00

Architectural draftsman	Samuel Landsman	May 4, 1907	May 4, 1907	1,800 00
Architectural draftsman	Fred Vollweiler	Jan. 16, 1907	Jan. 16, 1907	1,800 00
Architectural draftsman	Fred W. Horenburger	Dec. 12, 1902	Dec. 12, 1902	1,800 00
Architectural draftsman	William Huenerberg	Mar. 2, 1910	Mar. 2, 1910	1,650 00
Architectural draftsman	Clemens Deisler	Mar. 2, 1910	Mar. 2, 1910	1,650 00
Architectural draftsman	Bayard W. Corson	June 21, 1910	June 21, 1910	1,500 00
Architectural draftsman	Frank T. Fellner	Oct. 12, 1908	Oct. 12, 1908	1,500 00
Architectural draftsman	Arthur Weindorf	May 11, 1908	May 1, 1912	1,500 00
Architectural draftsman	Joseph A. Lewis	Sept. 20, 1906	Jan. 1, 1913	1,350 00
Architectural draftsman	Harvey F. Reed	June 3, 1912	Nov. 27, 1912	1,350 00
Supervisor of transit inspection	Edward D. Hutchinson	Dec. 2, 1907	April 1, 1910	1,500 00
Supervisor of transit inspection	Chas. J. Pommerer	Dec. 5, 1907	April 1, 1910	1,500 00
Supervisor of transit inspection	Chas. A. Standfast	Jan. 2, 1908	April 1, 1910	1,500 00
Supervisor of transit inspection	Frank Bennett	Dec. 2, 1907	Oct. 1, 1911	1,500 00
Supervisor of transit inspection	Avery M. Schermerhorn	Dec. 9, 1907	Oct. 1, 1911	1,500 00
Assistant supervisor of transit inspection	William J. Donovan	Dec. 2, 1907	May 10, 1910	1,350 00
Assistant supervisor of transit inspection	Louis Zeientz	Jan. 2, 1908	May 10, 1910	1,350 00
Assistant supervisor of transit inspection	William O. Smith	Jan. 3, 1908	May 10, 1910	1,350 00
Assistant supervisor of transit inspection	Philip J. O'Connor	Jan. 13, 1908	May 10, 1910	1,350 00
Assistant supervisor of transit inspection	John F. Callahan	Dec. 2, 1907	Oct. 1, 1910	1,350 00
Assistant supervisor of transit inspection	Charles Steul	Dec. 10, 1907	Sept. 1, 1910	1,350 00
Assistant supervisor of transit inspection	Walter T. Edgerton	Jan. 13, 1908	Jan. 1, 1912	1,350 00
Transit inspector	John C. Dieckert	Jan. 7, 1908	Jan. 7, 1908	1,350 00
Transit inspector	Francis J. Brennan	Dec. 18, 1911	Dec. 18, 1911	1,200 00
Transit inspector	John W. Cavanaugh	Jan. 13, 1908	Jan. 13, 1908	1,200 00
Transit inspector	Michael J. Corcoran	Jan. 13, 1908	Jan. 13, 1908	1,200 00
Transit inspector	William H. Elliot	Dec. 20, 1907	Dec. 20, 1907	1,200 00
Transit inspector	Daniel J. Foley	Dec. 3, 1909	Dec. 3, 1909	1,200 00
Transit inspector	Sidney W. Gay	Dec. 2, 1907	Dec. 2, 1907	1,200 00
Transit inspector	George P. Hammond, Jr.	Feb. 1, 1908	Feb. 1, 1908	1,200 00
Transit inspector	Chester A. Heitman	Dec. 2, 1907	Dec. 2, 1907	1,200 00
Transit inspector	Frank A. Larkin	Jan. 28, 1908	Jan. 28, 1908	1,200 00
Transit inspector	Herman C. Leonhardi	Dec. 21, 1907	Dec. 21, 1907	1,200 00
Transit inspector	James L. McCarthy	Dec. 3, 1909	Dec. 3, 1909	1,200 00
Transit inspector	Walter H. McClure	Dec. 10, 1907	Dec. 10, 1907	1,200 00
Transit inspector	Stephen Murphy	Aug. 15, 1910	Aug. 15, 1910	1,200 00
Transit inspector	Thomas F. Murray	Dec. 3, 1909	Dec. 3, 1909	1,200 00

PUBLIC SERVICE COMMISSION, FIRST DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Transit inspector	William H. Pearsall	Jan. 2, 1908	Jan. 2, 1908	$1,200 00
Transit inspector	James E. Ramsey	Jan. 2, 1908	Jan. 2, 1908	1,200 00
Transit inspector	John J. Rorke	Dec. 2, 1907	Dec. 2, 1907	1,200 00
Transit inspector	Felix D. Unger	Jan. 9, 1908	Jan. 9, 1908	1,200 00
Transit inspector	John R. Vass	Dec. 3, 1909	Dec. 3, 1909	1,200 00
Transit inspector	Charles C. Brennan	Feb. 5, 1912	Feb. 5, 1912	901 00
Transit inspector	Reginald Durant	Oct. 30, 1911	Oct. 30, 1911	901 00
Transit inspector	August F. Jehle	Feb. 5, 1912	Feb. 5, 1912	901 00
Transit inspector	John J. Marron	Dec. 18, 1911	Dec. 18, 1911	901 00
Transit inspector	John F. Murray	Nov. 8, 1911	Nov. 8, 1911	901 00
Transit inspector	Edward Scherr	Nov. 18, 1912	Nov. 18, 1912	901 00
Inspector of masonry	Alexander Austin	June 6, 1900	June 6, 1900	$5 00 per day.
Inspector of masonry	Patrick W. Corcoran	Sept. 27, 1900	Sept. 27, 1900	5 00 per day.
Inspector of masonry	Thomas Costello	May 6, 1902	May 6, 1902	5 00 per day.
Inspector of masonry	Patrick J. Crennan	Aug. 1, 1901	Aug. 1, 1901	5 00 per day.
Inspector of masonry	John J. Devery	May 14, 1902	May 14, 1902	5 00 per day.
Inspector of masonry	Denis Duggan	June 5, 1902	June 5, 1902	5 00 per day.
Inspector of masonry	Henry C. Duncan	Sept. 16, 1902	Sept. 16, 1902	5 00 per day.
Inspector of masonry	Joseph M. Egan	April 16, 1902	April 16, 1902	5 00 per day.
Inspector of masonry	Thomas F. Fagan	April 6, 1908	May 16, 1910	5 00 per day.
Inspector of masonry	Frank C. Fox	Mar. 25, 1901	April 16, 1902	5 00 per day.
Inspector of masonry	Joseph J. Gaffney	May 6, 1901	May 6, 1901	5 00 per day.
Inspector of masonry	Louis H. B. Haase	April 18, 1902	April 18, 1902	5 00 per day.
Inspector of masonry	Benjamin F. Hannan	Oct. 31, 1900	Oct. 31, 1900	5 00 per day.
Inspector of masonry	Stephen Harrington	Aug. 28, 1901	Aug. 28, 1901	5 00 per day.
Inspector of masonry	Isaac L. Joralemon	Aug. 16, 1900	Aug. 16, 1900	5 00 per day.
Inspector of masonry	John J. Kennedy	May 14, 1902	May 14, 1902	00 per day.
Inspector of masonry	Edward W. Lynch	Aug. 1, 1901	Aug. 1, 1901	5 00 per day.

Inspector of masonry	William McElroy	June 19, 1901	June 19, 1901	5 00 per day.
Inspector of masonry	Thomas S. McPherson	Mar. 21, 1902	Mar. 21, 1902	5 00 per day.
Inspector of masonry	Lawrence C. Manuell	April 1, 1902	April 1, 1902	5 00 per day.
Inspector of masonry	John Miles	Jan. 7, 1901	Jan. 7, 1901	5 00 per day.
Inspector of masonry	Peter O'Flinn	Mar. 2, 1901	Mar. 2, 1901	5 00 per day.
Inspector of masonry	Daniel P. O'Keefe	Sept. 25, 1901	Sept. 25, 1901	5 00 per day.
Inspector of masonry	Charles E. Richards	April 1, 1901	April 1, 1901	5 00 per day.
Inspector of masonry	Joseph Ridgway	Jan. 22, 1901	Jan. 22, 1901	5 00 per day.
Inspector of masonry	Henry C. Smith	June 20, 1901	June 20, 1901	5 00 per day.
Inspector of masonry	Rollin B. Vose	April 7, 1902	April 7, 1902	5 00 per day.
Inspector of masonry	William Walsh	May 24, 1906	May 24, 1906	5 00 per day.
Inspector of masonry	Edward M. Allen	Aug. 5, 1910	Aug. 5, 1910	4 50 per day.
Inspector of masonry	Harry O. Anderson	Aug. 30, 1910	Aug. 30, 1910	4 50 per day.
Inspector of masonry	Michael Bourke	Aug. 14, 1910	Aug. 14, 1910	4 50 per day.
Inspector of masonry	Frank D. Byxbee	Aug. 5, 1912	Aug. 5, 1912	4 50 per day.
Inspector of masonry	J. Nathan Cahan	July 29, 1912	July 29, 1912	4 50 per day.
Inspector of masonry	Thomas W. Carr	Oct. 10, 1912	Oct. 10, 1912	4 50 per day.
Inspector of masonry	Mortimer D. Case	July 24, 1912	July 24, 1912	4 50 per day.
Inspector of masonry	William A. Corbin	Oct. 28, 1912	Oct. 28, 1912	4 50 per day.
Inspector of masonry	Samuel Covner	June 24, 1912	Oct. 14, 1912	4 50 per day.
Inspector of masonry	James Dolan	Dec. 5, 1906	July 24, 1912	4 50 per day.
Inspector of masonry	Harry W. Dyer	May 12, 1910	May 12, 1910	4 50 per day.
Inspector of masonry	Harold L. Fitzpatrick	June 21, 1910	June 21, 1910	4 50 per day.
Inspector of masonry	William R. Fralick	Aug. 31, 1911	Aug. 31, 1911	4 50 per day.
Inspector of masonry	James A. Gearty	Nov. 21, 1912	Nov. 21, 1912	4 50 per day.
Inspector of masonry	Edward A. Guissinger	July 29, 1912	July 29, 1912	4 50 per day.
Inspector of masonry	George Haag	Oct. 5, 1911	Oct. 5, 1911	4 50 per day.
Inspector of masonry	J. Malcolm Hanson	Dec. 26, 1912	Dec. 26, 1912	4 50 per day.
Inspector of masonry	William Heimann	Nov. 1, 1912	Nov. 1, 1912	4 50 per day.
Inspector of masonry	Howard Holbrook	Aug. 10, 1910	Aug. 10, 1910	4 50 per day.
Inspector of masonry	M. W. Huttenloch	Dec. 28, 1911	Dec. 28, 1911	4 50 per day.
Inspector of masonry	Alfred J. Jaenike	July 25, 1912	July 25, 1912	4 50 per day.
Inspector of masonry	Henry L. Kennedy	Aug. 7, 1908	May 1, 1910	4 50 per day.
Inspector of masonry	Alfred Lennon	Nov. 21, 1912	Nov. 21, 1912	4 50 per day.
Inspector of masonry	Durrell Lord	Nov. 29, 1912	Nov. 29, 1912	4 50 per day.
Inspector of masonry	Wallace E. Lytle	July 26, 1912	July 26, 1912	4 50 per day.
Inspector of masonry	Douglas McLaughlin	Nov. 2, 1911	Nov. 2, 1911	4 50 per day.

PUBLIC SERVICE COMMISSION, FIRST DISTRICT — (*concluded*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*concluded*)			
Inspector of masonry	Louis Meade	Dec. 30, 1912	Dec. 30, 1912	$4 50 per day.
Inspector of masonry	Charles Miller	Nov. 2, 1911	Nov. 2, 1911	4 50 per day.
Inspector of masonry	Harry Molwitz	Aug. 9, 1912	Aug. 9, 1912	4 50 per day.
Inspector of masonry	John S. O'Brien	July 29, 1912	July 29, 1912	4 50 per day.
Inspector of masonry	T. G. Redington	Sept. 30, 1911	Sept. 30, 1911	4 50 per day.
Inspector of masonry	Harold W. Roberts	Aug. 12, 1912	Aug. 12, 1912	4 50 per day.
Inspector of masonry	John C. Russell	Aug. 25, 1910	Aug. 25, 1910	4 50 per day.
Inspector of masonry	George Schley	Aug. 24, 1906	Aug. 24, 1906	4 50 per day.
Inspector of masonry	Edward H. Snow	Aug. 10, 1910	Aug. 10, 1910	4 50 per day.
Inspector of masonry	William H. Snow	April 1, 1910	April 1, 1910	4 50 per day.
Inspector of masonry	Jeremiah M. Sullivan	Oct. 26, 1911	Oct. 26, 1911	4 50 per day.
Inspector of masonry	Robert W. Swanton	Dec. 26, 1912	Dec. 26, 1912	4 50 per day.
Inspector of masonry	John J. Tobin	Nov. 1, 1912	Nov. 1, 1912	4 50 per day.
Inspector of masonry	Harry G. Treadwell	Oct. 10, 1912	Oct. 10, 1912	4 50 per day.
Inspector of masonry	R. J. Van Wagner	Nov. 9, 1911	Nov. 9, 1911	4 50 per day.
Inspector of masonry	George C. White	Oct. 16, 1911	Oct. 16, 1911	4 50 per day.
Inspector of conduits	Henry Altemeier	Nov. 1, 1908	Nov. 1, 1908	$1,650 00
Chief electrical meter inspector	Albert E. Allen	May 12, 1908	June 25, 1910	1,650 00
Chief gas meter inspector	William P. Smith	Sept. 16, 1907	Mar. 17, 1908	1,350 00
Inspector of electric meters	Frank L. Moore	May 25, 1908	May 25, 1908	1,350 00
Inspector of electric meters	Lawrence J. Corsa	Feb. 9, 1909	Feb. 9, 1909	1,350 00
Inspector of electric meters	John P. Schrodt	Sept. 5, 1911	Sept. 5, 1911	1,200 00
Gas meter tester	Martin E. Fox	Sept. 19, 1907	Sept. 19, 1907	1,200 00
Gas meter tester	Harry H. Arthur	Sept. 19, 1907	Sept. 19, 1907	1,080 00
Gas meter tester	Michael Brady	July 13, 1900	July 13, 1900	1,080 00
Gas meter tester	William J. Brady	Sept. 18, 1907	Sept. 18, 1907	1,080 00
Gas meter tester	Alexander K. Gorski	Sept. 25, 1907	Sept. 25, 1907	1,080 00
Gas meter tester	Frank R. Hammond	Sept. 14, 1907	Sept. 14, 1907	1,080 00

Gas meter tester	Louis Jacobs	July 18, 1900	July 18, 1900	1,080 00
Gas meter tester	William H. De Revere	Aug. 6, 1907	Aug. 6, 1907	1,080 00
Gas meter tester	Thomas R. Lucas	Mar. 27, 1905	Mar. 27, 1905	1,080 00
Gas meter tester	Daniel H. Lynch	Sept. 18, 1907	Sept. 18, 1907	1,080 00
Gas meter tester	John F. McMahon	Nov. 25, 1907	Nov. 25, 1907	1,080 00
Gas meter tester	William G. McNicol	Sept. 19, 1907	Sept. 19, 1907	1,080 00
Gas meter tester	Ernest B. Rich	Sept. 16, 1907	Sept. 16, 1907	1,080 00
Gas meter tester	James H. Reynolds	Sept. 30, 1907	Sept. 30, 1907	1,080 00
Gas meter tester	James Rogers	Oct. 15, 1908	Oct. 15, 1908	1,080 00
Gas meter tester	Charles Vollbracht	Aug. 12, 1907	Aug. 12, 1907	1,080 00
Gas meter tester	John J. Wartinger	Sept. 16, 1907	Sept. 16, 1907	1,080 00
Gas meter tester	Joseph J. Zizibin	Oct. 28, 1908	Oct. 28, 1908	1,080 00
Gas meter tester	Henry J. Gleim	Nov. 6, 1908	Nov. 6, 1908	1,080 00
Gas meter tester	Edward F. McKee	Mar. 17, 1910	Mar. 17, 1910	1,080 00
Gas meter tester	John Armstrong	April 18, 1910	April 18, 1910	1,080 00
Gas meter tester	Otto Robinson	Oct. 20, 1910	Oct. 20, 1910	1,080 00
Gas meter tester	Reinhold Heller	Oct. 14, 1910	Oct. 14, 1910	1,080 00
Gas meter tester	John McCarthy	Nov. 20, 1911	Nov. 20, 1911	1,080 00
NON-COMPETITIVE CLASS				
Chauffeur	Daniel G. Aber	June 11, 1912	June 11, 1912	1,350 00

PUBLIC SERVICE COMMISSION, SECOND DISTRICT

UNCLASSIFIED SERVICE

Commissioner	Frank W. Stevens	July 1, 1907	July 1, 1907	15,000 00
Commissioner	Martin S. Decker	July 1, 1907	July 1, 1907	15,000 00
Commissioner	James E. Sague	July 1, 1907	July 1, 1907	15,000 00
Commissioner	John B. Olmsted	April 20, 1908	April 20, 1908	15,000 00
Commissioner	Curtis N. Douglas	Nov. 16, 1912	Nov. 16, 1912	15,000 00
EXEMPT CLASS				
Counsel	Ledyard P. Hale	April 20, 1908	April 20, 1908	10,000 00
Secretary	John S. Kennedy	Aug. 28, 1905	Aug. 28, 1905	6,000 00
Assistant secretary	George R. Grant	Nov. 17, 1909	Nov. 17, 1909	4,000 00
Statistician	W. C. Wishart	Sept. 1, 1910	Sept. 1, 1910	5,000 00

PUBLIC SERVICE COMMISSION, SECOND DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS — (*continued*)			
Chief and engineer, division of light, heat and power	William McClellan	April 25, 1911	April 25, 1911	$5,000 00
Assistant chief, division of light, heat and power	Edward J. Cheney	Dec. 10, 1912	Dec. 10, 1912	3,000 00
Secretary to Commissioner Decker	John J. Farley	Mar. 27, 1895	Oct. 1, 1907	2,250 00
Secretary to Commissioner Sague	Edna Van Valkenburgh	Mar. 12, 1906	Dec. 27, 1910	1,500 00
Secretary to Commissioner Olmsted	Maude M. Simmons	Oct. 5, 1905	May 4, 1908	1,500 00
Secretary to Commissioner Douglas	Helen A. Turner	Oct. 28, 1907	Mar. 1, 1911	1,500 00
Secretary to chairman	Henry C. Hasbrouck	April 1, 1908	Nov. 16, 1911	2,250 00
Confidential stenographer to chairman	Vacancy	.....	.....	.....
Chief, division of capitalization	Howard C. Hopson	Nov. 16, 1908	Oct. 10, 1911	4,000 00
Chief, division of traffic	Vacancy	.....	.....	.....
Chief, division of tariffs	Walter E. Griggs	Aug. 1, 1907	Aug. 1, 1907	4,000 00
Chief of division of telegraphs and telephones	Edward B. Rogers	Sept. 1, 1910	Sept. 1, 1910	4,000 00
Assistant chief of division of telegraphs and telephones	Walter I. Sweet	Sept. 15, 1910	Sept. 15, 1910	3,000 00
Chief, division of transportation	Charles R. Vanneman	Mar. 1, 1910	April 9, 1912	4,000 00
Inspector, division of transportation	John B. Stauder	May 13, 1912	May 13, 1912	3,000 00
Inspector, division of transportation	H. K. Eggleston	June 20, 1912	June 20, 1912	3,000 00
	COMPETITIVE CLASS			
Executive clerk	E. C. McEntee	Mar. 10, 1883	Aug. 1, 1907	4,000 00
Inspector of electric railroads	Charles R. Barnes	July 18, 1896	July 18, 1896	4,000 00
Assistant inspector of electric railroads	John W. Andrews	Aug. 29, 1910	Aug. 29, 1910	1,800 00
Engineer, grade crossings	A. H. Sutermeister	July 1, 1898	July 1, 1907	4,500 00
Supervisor of equipment	A. Buchanan, Jr.	Oct. 1, 1907	Oct. 1, 1907	4,000 00
Assistant supervisor of equipment	John A. Talty	Mar. 1, 1910	Mar. 1, 1910	2,600 00
Assistant supervisor of equipment	James J. Gill	July 15, 1910	July 15, 1910	2,600 00
Locomotive boiler inspector	George J. Mack	July 9, 1908	April 4, 1911	3,000 00
Traffic inspector	John J. Murray	Sept. 1, 1910	Sept. 1, 1910	2,400 00
Telephone traffic inspector	Lillian Vavasour	Dec. 27, 1910	Dec. 27, 1910	1,200 00

Telephone traffic inspector	A. Josephine Conneely	Feb. 6, 1911	Feb. 6, 1911	1,200 00
Chief clerk of records	Edward H. Wells	Aug. 22, 1905	Aug. 22, 1905	2,500 00
Chief clerk, tariff division	Albert Moore	Oct. 21, 1907	Oct. 21, 1907	2,000 00
Chief clerk	Charles Kunz, Jr	Dec. 1, 1908	Feb. 1, 1911	1,500 00
Superintendent of publication and compilation	T. Z. Root	Mar. 30, 1908	Aug. 14, 1908	2,400 00
Accountant, division of telegraphs and telephones	Francis U. Wilcox	Sept. 28, 1910	Sept. 28, 1910	2,500 00
Engineer, division of telegraphs and telephones	James M. Kite	Sept. 22, 1910	Sept. 22, 1910	2,400 00
Chief inspector of gas	Charles F. Leonard	April 1, 1911	April 1, 1911	2,500 00
Chief inspector, division of telegraphs and telephones	W. E. Tiffany	Oct. 20, 1910	Oct. 20, 1910	1,800 00
Inspector, division of telegraphs and telephones	John C. Vescelius	Oct. 22, 1910	Oct. 22, 1910	1,800 00
Inspector, division of telegraphs and telephones	Arthur H. Shean	Oct. 20, 1910	Oct. 20, 1910	1,200 00
Civil engineer, grade crossings	Carl E. Pelz	Aug. 16, 1910	Aug. 16, 1910	2,400 00
Accident inspector	Henry N. Rockwell	Dec. 13, 1909	Dec. 13, 1909	2,000 00
Inspector, grade crossings	James E. Brazee	May 25, 1899	May 25, 1899	2,000 00
Examiner, street and electric railways	Frank S. Prendergast	Mar. 25, 1912	Mar. 25, 1912	1,800 00
Examiner, street and electric railways	Frank T. Nelson	Dec. 16, 1912	Dec. 16, 1912	1,800 00
Examiner, electric and gas corporations	Cornelius E. Moynihan	April 3, 1912	April 3, 1912	1,800 00
Examiner, electric and gas corporations	Harry L. Murdock	Dec. 28, 1912	Dec. 28, 1912	1,800 00
Assistant examiner, telephone and telegraph corporations	John J. Hubbard	Jan. 1, 1913	Jan. 1, 1913	1,500 00
Assistant examiner	William H. Taaffe	Aug. 1, 1902	April 1, 1912	1,680 00
Auditor	Henry L. Case	Feb. 10, 1908	Oct. 21, 1910	1,800 00
Auditor of accounts	William P. Coleman	Oct. 1, 1910	Oct. 1, 1910	2,000 00
Assistant chief statistician	Edward W. Leaning	Jan. 2, 1911	Jan. 2, 1911	2,400 00
Second assistant statistician	Louis A. Abbott	Oct. 1, 1909	Oct. 1, 1909	1,500 00
Junior statistician	Milton B. Ignatius	Oct. 12, 1908	Jan. 1, 1911	1,500 00
Junior statistician	Roosevelt R. Sherwood	Oct. 1, 1910	June 27, 1912	1,500 00
Junior accountant	Edward F. Frawley	Oct. 24, 1910	Oct. 24, 1910	1,200 00
Proofreader	Patrick J. Doyle	April 1, 1892	April 1, 1892	1,500 00
Proofreader	Vina Reeves	July 31, 1911	July 31, 1911	900 00
Bookkeeper	Carl D. Taylor	Oct. 1, 1909	Oct. 1, 1909	1,500 00
Bookkeeper	Vernon Becker	Mar. 19, 1908	Mar. 19, 1908	1,400 00
Bookkeeper	Thomas H. Jones	Feb. 1, 1910	Feb. 1, 1910	1,200 00
Bookkeeper	J. Harry Reynolds	June 22, 1910	June 22, 1910	1,200 00
Bookkeeper	Jay D. Powell	Oct. 17, 1910	Oct. 17, 1910	1,080 00
Stenographer	James T. Taaffe	Mar. 1, 1900	Oct. 16, 1907	1,800 00
Stenographer	William M. Davis	Feb. 4, 1897	Nov. 11, 1898	1,500 00
Stenographer	Mary E. Dell	April 23, 1895	Nov. 16, 1907	1,500 00

PUBLIC SERVICE COMMISSION, SECOND DISTRICT — (*concluded*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*concluded*)			
Stenographer	Ellen G. Tobin	Oct. 1, 1900	Dec. 21, 1907	$1,400 00
Stenographer	Edmund S. Witbeck	Aug. 17, 1908	Aug. 17, 1908	1,200 00
Stenographer	Mary C. Treanor	June 1, 1907	Jan. 6, 1908	1,200 00
Stenographer	Charles A. Murphy	July 15, 1910	July 15, 1910	1,200 00
Stenographer	Bertha G. Frost	Oct. 24, 1910	Oct. 24, 1910	1,500 00
Stenographer	Mary Riley	Jan. 6, 1908	Jan. 6, 1908	1,080 00
Stenographer	Edna F. Bates	Nov. 2, 1908	Dec. 1, 1909	1,080 00
Stenographer	Stephen A. Spellman	April 5, 1910	Sept. 21, 1910	1,080 00
Stenographer	Raymond N. Thompson	Sept. 12, 1910	Sept. 12, 1910	1,200 00
Stenographer	Robert C. Mabel	Sept. 16, 1910	Sept. 16, 1910	1,080 00
Stenographer	Phoebe M. Smith	Aug. 17, 1908	Aug. 17, 1908	1,080 00
Stenographer	E. H. Treanor	Nov. 1, 1908	Nov. 1, 1908	1,080 00
Stenographer	Denise Petit	Mar. 8, 1911	Mar. 8, 1911	1,080 00
Stenographer	Bernice Hobbs	May 24, 1911	Sept. 18, 1911	900 00
Stenographer	Daniel W. Graham	Dec. 9, 1911	Dec. 9, 1911	1,200 00
Stenographer	May M. Ward	May 25, 1911	May 25, 1911	900 00
Stenographer	Mary I. Corcoran	Feb. 1, 1911	Feb. 1, 1911	1,080 00
Stenographer	Mildred Clark	April 1, 1910	Aug. 1, 1911	1,080 00
Stenographer	Kathryn Riley	Oct. 5, 1910	Oct. 5, 1910	900 00
Stenographer	Roma A. Bigalow	Aug. 14, 1912	Aug. 14, 1912	900 00
Stenographer	Matthew J. Brown	July 17, 1912	July 17, 1912	720 00
Stenographer	Eva M. Kewin	July 16, 1912	July 16, 1912	600 00
Clerk and stenographer	Margaret Groat	Aug. 2, 1909	Mar. 18, 1912	900 00
Typewriter copyist	Hobart D. Bender	July 22, 1912	July 22, 1912	480 00
Tariff clerk	Charles B. Woodward	May 1, 1909	May 1, 1909	1,800 00
Tariff clerk	William Pulver	Jan. 1, 1912	Jan. 1, 1912	1,080 00
Filing clerk	Elsie L. Pepper	Dec. 13, 1899	May 18, 1908	1,200 00
Filing clerk	Elsie E. Betts	Oct. 25, 1899	Feb. 17, 1908	1,200 00

Filing clerk	Gertrude R. Manahan	Oct. 14, 1897	Feb. 10, 1908	1,200 00
Filing clerk	Grace E. Spier	Feb. 26, 1908	Jan. 1, 1910	1,080 00
Clerk	William H. Terrill	May 1, 1883	May 1, 1883	1,500 00
Clerk	Charles E. Gantz	Aug. 27, 1897	Nov. 1, 1907	1,500 00
Clerk	William McNeilly	Mar. 15, 1892	Nov. 1, 1907	1,500 00
Clerk	Sidney G. Edwards, Jr	Oct. 12, 1907	Dec. 1, 1907	900 00
Clerk	John A. Dolan	Oct. 12, 1905	Oct. 1, 1909	900 00
Clerk	William F. Toole, Jr	Dec. 19, 1908	June 1, 1910	720 00
Clerk	John J. Lyons	Nov. 1, 1909	July 1, 1910	900 00
Clerk	Nellie C. Edwards	June 1, 1912	June 1, 1912	900 00
Junior clerk	Lloyd E. Fuller	June 1, 1910	Dec. 7, 1910	600 00
Junior clerk	Howard B. Harrison	Dec. 1, 1910	Dec. 1, 1910	600 00
Junior clerk	Le Roy H. Pierce	Sept. 24, 1910	Dec. 6, 1911	600 00
Junior clerk	James T. Maynes	Sept. 1, 1911	June 1, 1912	600 00
Junior clerk	Gilbert R. Sharp	Nov. 27, 1911	June 1, 1912	600 00
Junior clerk	John Shillinglaw	April 24, 1911	May 1, 1912	480 00
Page	William J. Dolan	July 1, 1910	Mar. 20, 1912	480 00
Messenger	Joseph P. Delaney	Oct. 16, 1905	June 25, 1907	900 00
Inspector of electric meters	Fred W. Schiller	Nov. 25, 1907	Nov. 25, 1907	1,200 00
Inspector of electric meters	John P. Gebelein	Nov. 25, 1907	Nov. 25, 1907	1,200 00
Inspector of electric meters	Leo E. Northshield	Nov. 25, 1907	Nov. 25, 1907	1,200 00
Inspector of electric meters	George W. Polson	Nov. 1, 1909	Nov. 1, 1909	1,200 00
Assistant gas inspector	Milton Jacobs	May 7, 1910	May 7, 1910	1,200 00
Assistant gas inspector	Albert E. Plumb	April 14, 1911	April 14, 1911	1,200 00
Assistant gas inspector	Sigmund Widawsky	April 1, 1911	April 1, 1911	1,200 00
Assistant gas inspector	Edward J. Murtaugh, Jr	Nov. 22, 1911	Nov. 22, 1911	1,080 00
Gas meter tester	Timothy D. Lyons	Aug. 12, 1907	Aug. 12, 1907	1,080 00
Gas meter tester	William N. Henning	Sept. 16, 1907	Sept. 16, 1907	1,080 00
Gas meter tester	David B. Law	Nov. 22, 1907	Nov. 22, 1907	1,080 00
Gas meter tester	William Percival	Feb. 3, 1908	Feb. 3, 1908	1,080 00
Gas meter tester	James McC. Shillinglaw	Mar. 26, 1908	Mar. 26, 1908	1,080 00
Gas meter tester	Aubrey L. Franklin	Mar. 1, 1909	Mar. 1, 1909	1,080 00
Gas meter tester	Charles H. Wagoner	April 1, 1911	April 1, 1911	1,080 00
Gas meter tester	Dewitt C. Pierce	June 7, 1912	Oct. 1, 1912	900 00
Junior bridge draftsman	William F. Pritchard	Jan. 9, 1909	Oct. 1, 1912	1,080 00

DEPARTMENT OF PUBLIC WORKS

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE			
Superintendent	Duncan W. Peck	Feb. 1, 1911	Jan. 16, 1912	$6,000 00
	EXEMPT CLASS*			
Deputy superintendent	William J. Morrissey	Mar. 28, 1912	Mar. 28, 1912	5,000 00
Financial clerk	M. De Forest Yates	July 25, 1912	July 25, 1912	3,600 00
Special agent	John T. Maher	April 24, 1911	April 24, 1911	4,000 00
Private secretary	Peter J. Manwiller	Jan. 1, 1911	Jan. 1, 1911	2,500 00
Assistant superintendent (middle division)	William H. O'Brien	Feb. 20, 1911	Feb. 7, 1912	3,000 00
Assistant superintendent (eastern division)	Walter G. Robinson	Mar. 18, 1911	Mar. 18, 1911	3,000 00
Assistant superintendent (western division)	Charles McDonough	Feb. 20, 1911	Feb. 20, 1911	3,000 00
Advisory engineer	Edward Hayes	Mar. 22, 1911	Mar. 22, 1911	3,000 00
Secretary to assistant superintendent of middle division	Conrad Schmidt	Feb. 1, 1913	Feb. 1, 1913	1,100 00
Paymaster	Bernard J. Hogan	June 1, 1912	June 1, 1912	$5 00 per day.
Superintendent of repairs	Joseph F. Burke	Mar. 10, 1911	Mar. 10, 1911	$1,500 00
Superintendent of repairs	John Davin, Jr.	Mar. 1, 1911	Feb. 8, 1912	1,500 00
Superintendent of repairs	Charles Dorrity	May 1, 1911	May 1, 1911	1,500 00
Superintendent of repairs	Evander M. Finch	Mar. 20, 1911	Mar. 20, 1911	1,500 00
Superintendent of repairs	William H. Hickey	Mar. 20, 1911	Mar. 20, 1911	1,500 00
Superintendent of repairs	Owen Kearney	Mar. 24, 1911	Mar. 24, 1911	1,500 00
Superintendent of repairs	Thomas J. Leddy	Feb. 20, 1911	Feb. 20, 1911	1,500 00
Superintendent of repairs	Henry M. Littel	Mar. 20, 1911	Mar. 20, 1911	1,500 00
Superintendent of repairs	John McGraw	Mar. 9, 1911	Mar. 9, 1911	1,500 00
Superintendent of repairs	Arthur C. Moyer	Jan. 16, 1913	Jan. 16, 1913	1,500 00
Superintendent of repairs	Robert A. Probst	May 1, 1911	May 1, 1911	1,500 00
Superintendent of repairs	Edward H. Rogers	Feb. 20, 1911	Feb. 20, 1911	2,000 00
Superintendent of repairs	D. Gurney Spalding	April 10, 1911	April 10, 1911	1,500 00
Superintendent of repairs	John Toole	Mar. 10, 1911	Mar. 10, 1911	1,500 00
Superintendent of repairs	John Van Riper	Mar. 14, 1911	Mar. 14, 1911	1,500 00

Superintendent of repairs	James T. Wasson	Mar. 21, 1911	Mar. 21, 1911	1,500 00
Superintendent of repairs	Charles E. Whitman	Mar. 10, 1911	Mar. 10, 1911	1,500 00
Disbursing clerk	Robert M. Clarkson	April 1, 1896	April 1, 1896	900 00
Disbursing clerk	E. V. Blakeman	May 1, 1911	May 1, 1911	900 00
Disbursing clerk	Daniel Brennan	May 10, 1911	May 10, 1911	900 00
Disbursing clerk	Timothy Callahan	May 1, 1911	May 1, 1911	900 00
Disbursing clerk	James H. Clary	May 1, 1911	May 1, 1911	900 00
Disbursing clerk	Harry S. Conboy	Dec. 16, 1912	Dec. 16, 1912	900 00
Disbursing clerk	Douglas E. Dillenbeck	May 1, 1911	May 1, 1911	900 00
Disbursing clerk	Charles G. Grosvenor	April 1, 1911	April 1, 1911	900 00
Disbursing clerk	William H. Jesserer	Aug. 1, 1912	Aug. 1, 1912	900 00
Disbursing clerk	A. T. Littel	April 1, 1911	April 1, 1911	900 00
Disbursing clerk	Martin Noonan	May 1, 1908	May 1, 1908	900 00
Disbursing clerk	Frank J. Manz	Jan. 19, 1912	Jan. 19, 1912	900 00
Disbursing clerk	Jefferson B. McDonnell	April 1, 1911	April 1, 1911	900 00
Disbursing clerk	Edward F. Roche	April 1, 1911	April 1, 1911	900 00
Disbursing clerk	John Sartoris	April 1, 1911	April 1, 1911	900 00
Disbursing clerk	Charles J. Sullivan	Mar. 1, 1911	Mar. 1, 1911	900 00
Disbursing clerk	L. J. Talman	April 1, 1889	April 1, 1889	900 00
Disbursing clerk	J. W. Toole	April 1, 1911	April 1, 1911	900 00
Disbursing clerk	William H. Turner	April 1, 1911	April 1, 1911	900 00
Disbursing clerk	Edward Dwyer	May 1, 1911	May 1, 1911	720 00
	COMPETITIVE CLASS			
Assistant financial clerk	Edward L. Walsh	Jan. 30, 1890	Jan. 30, 1890	3,000 00
Assistant to deputy	Alfred M. O'Neill	Jan. 18, 1899	Oct. 1, 1911	3,000 00
Statistician	John E. Winne	May 15, 1895	Jan. 22, 1901	2,400 00
Clerk to assistant superintendent	William H. Bradt	Dec. 1, 1904	Dec. 1, 1904	1,600 00
Collector of canal statistics	Asa M. Williams	April 2, 1895	June 1, 1906	1,500 00
Collector of canal statistics	William A. Lenway	May 21, 1896	May 21, 1896	1,500 00
Collector of canal statistics	E. Luther Evans	May 2, 1901	May 2, 1901	1,200 00
Collector of canal statistics	Ernest U. Smith	May 21, 1896	April 21, 1899	1,200 00
Collector of canal statistics	T. K. Williams	May 21, 1896	May 21, 1896	1,200 00
Collector of canal statistics	T. S. Croley	May 21, 1896	May 21, 1896	1,200 00
Collector of canal statistics	Grover C. Guernsey	June 7, 1911	June 7, 1911	1,200 00

*Amended to February 1, 1913.

DEPARTMENT OF PUBLIC WORKS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Collector of canal statistics	William F. Cody	May 21, 1896	May 7, 1901	$960 00
Collector of canal statistics	Thomas J. McNamara	July 10, 1900	Oct. 1, 1902	960 00
Collector of canal statistics	James R. Stevens	May 1, 1905	June 1, 1906	960 00
Collector of canal statistics	Edward I. Lenway	June 1, 1911	June 1, 1911	960 00
Clerk to collector and boat inspector	Henry C. Jillson	June 3, 1896	June 3, 1896	900 00
Clerk to collector and boat inspector	George D. Cull	June 10, 1896	June 10, 1896	900 00
Clerk to collector of canal statistics	H. E. Howe	May 1, 1907	May 1, 1907	1,100 00
Clerk to collector of canal statistics	John C. Leslie	June 2, 1911	June 2, 1911	1,200 00
Clerk to collector of canal statistics	Eugene Pitass	June 1, 1893	May 1, 1907	960 00
Clerk to collector of canal statistics	Andrew Shiels	April 2, 1895	April 2, 1895	960 00
Clerk to collector of canal statistics	James J. Mahoney	May 28, 1912	May 28, 1912	960 00
Clerk to collector of canal statistics	Julius H. Higley	May 1, 1905	May 1, 1905	900 00
Clerk to collector of canal statistics	Timothy Connelly	May 11, 1911	May 11, 1911	900 00
Clerk to collector of canal statistics	Benjamin Steinberg	July 28, 1911	July 28, 1911	900 00
Clerk to collector of canal statistics	J. H. Daley	June 10, 1912	June 10, 1912	900 00
Clerk to collector of canal statistics	Edgar J. Doolittle	June 6, 1910	June 6, 1910	840 00
Clerk to collector of canal statistics	Neil E. Gordon	June 7, 1910	May 19, 1911	840 00
Clerk	Frank J. Kniskern	Mar. 11, 1897	April 1, 1902	2,100 00
Clerk	Michael Claffey	April 29, 1895	July 11, 1899	1,600 00
Clerk	Frank S. Harder	Feb. 18, 1896	May 6, 1899	1,500 00
Clerk	Mabel C. Keehn	April 1, 1907	June 1, 1909	1,300 00
Stenographer	Jessie E. Holmes	Aug. 1, 1900	Aug. 1, 1900	1,200 00
Stenographer	J. Wilbur Barnes	May 15, 1911	May 15, 1911	1,300 00
Stenographer	Frances L. Walters	Dec. 10, 1894	Mar. 26, 1912	1,200 00
Stenographer	Mary F. Connor	April 1, 1910	May 29, 1911	1,200 00
Stenographer	Katherine B. Allis	Oct. 3, 1902	Oct. 1, 1908	1,200 00
Stenographer	Elbert L. Kemp	May 27, 1907	May 27, 1907	1,100 00
Stenographer	Mary E. Kirker	Oct. 6, 1900	Oct. 6, 1900	1,100 00

Stenographer	Howard G. Nobles	Aug. 19, 1909	Aug. 19, 1909	900 00
Stenographer	Philip J. Buehler	June 12, 1912	June 12, 1912	1,000 00
Typewriter copyist	Edith Holland	Sept. 20, 1910	Sept. 20, 1910	900 00
Messenger	Frank Langwig	Aug. 1, 1898	Aug. 1, 1898	1,300 00
Inspector of steam vessels	William S. Van Kuren	July 15, 1897	July 15, 1897	3,000 00
Inspector of boilers and engines	Gustavus C. Wehling	April 1, 1907	April 1, 1907	3,000 00
Inspector of hulls	Henry S. Loucks	Oct. 19, 1912	Oct. 19, 1912	3,000 00
Inspector of masonry	H. F. Hughes	July 15, 1907	Sept. 27, 1911	2,100 00
Inspector	Henry A. Kunze	Jan. 15, 1897	Feb. 21, 1911	2,700 00
Inspector	B. S. Abrams	May 21, 1896	Mar. 1, 1908	1,500 00
Inspector	Fred C. Trangott	Jan. 9, 1901	Jan. 9, 1901	$4 00 per day.
Inspector	Emmett Flagler	Jan. 11, 1898	Jan. 11, 1898	4 00 per day.
Supervisor of bridges	William H. Swanker	Nov. 1, 1902	Nov. 1, 1902	$1,500 00
Special agent	William R. Hotaling	May 2, 1895	May 2, 1895	1,800 00
Special agent	Harry M. Hulsapple	April 26, 1895	April 26, 1895	1,600 00
Special agent	Dudley D. N. Marvin	Jan. 5, 1897	Feb. 1, 1902	1,300 00
Special agent	W. N. Tubbs	July 9, 1900	June 16, 1902	$5 00 per day.
Foreman	Charles H. Shoemaker	Feb. 1, 1882	Mar. 1, 1890	$2,000 00
Foreman	Joseph Theisen	May 17, 1895	May 17, 1895	1,800 00
Foreman	W. A. Bennett	May 15, 1895	May 15, 1895	1,500 00
Foreman	William Carberry	Aug. 1, 1897	Aug. 1, 1897	1,200 00
Foreman	Asa F. Mead	July 22, 1907	July 22, 1907	1,200 00
Foreman	Charles C. Barrett	Jan. 6, 1897	July 7, 1911	$6 00 per day.
Foreman	John McKenzie	July 22, 1907	July 22, 1907	5 00 per day.
Foreman	W. D. Dodge	Aug. 25, 1907	Aug. 25, 1907	5 00 per day.
Foreman	Thomas M. Lynn	June 18, 1900	Feb. 28, 1901	4 00 per day.
Foreman	J. B. Hardy	June 18, 1900	Jan. 15, 1901	4 00 per day.
Foreman	Lu L. Sherman	Nov. 9, 1907	Nov. 9, 1907	4 00 per day.
Foreman	Olin J. Baldwin	Sept. 5, 1911	Sept. 5, 1911	4 00 per day.
Foreman	William J. McCann	Aug. 23, 1911	Aug. 23, 1911	4 00 per day.
Foreman	Nat Carswell	April 1, 1896	April 1, 1896	3 50 per day.
Shop foreman	W. C. Elmendorf	Mar. 23, 1911	Oct. 1, 1911	$1,500 00
Shop foreman	Jeremiah J. Murphy	Oct. 1, 1911	Oct. 1, 1911	1,500 00

NON-COMPETITIVE CLASS

Harbor master	John B. Garman	April 4, 1895	April 4, 1895	1,080 00
Harbor master	George G. Schwinger	May 1, 1911	May 1, 1911	720 00

DEPARTMENT OF PUBLIC WORKS — (*concluded*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	NON-COMPETITIVE CLASS — (*continued*)			
Harbor master	Paul O'Connor	Aug. 1, 1912	Aug. 1, 1912	$720 00
Harbor master	Thomas Conners	May 11, 1911	May 11, 1911	600 00
Harbor master	John H. Conners	May 15, 1912	May 15, 1912	600 00
Engineer	H. Larkin	May 1, 1911	May 1, 1911	960 00
Photographer	William J. Copsey	Oct. 1, 1912	Oct. 1, 1912	900 00
	RACING COMMISSION			
	UNCLASSIFIED SERVICE			
Commissioner	Harry K. Knapp	May 2, 1906	May 2, 1906	.....
Commissioner	John Sanford	May 2, 1906	May 2, 1906	.....
Commissioner	James W. Wadsworth	May 2, 1906	May 2, 1906	.....
	EXEMPT CLASS			
Secretary	Welton C. Percy	May 20, 1895	Jan. 1, 1908	2,500 00
	STATE RESERVATION COMMISSION — SARATOGA			
	UNCLASSIFIED SERVICE			
Commissioner	Frank N. Godfrey	Jan. 25, 1910	Jan. 25, 1910	.....
Commissioner	George Foster Peabody	Jan. 25, 1910	Jan. 25, 1910	.....
Commissioner	Benjamin F. Tracy	Jan. 25, 1910	Jan. 25, 1910	.....
	EXEMPT CLASS			
Secretary	I. G. Rouillard	June 1, 1912	June 1, 1912	1,500 00

COMPETITIVE CLASS

Engineer	Frederick Edwards	Mar. 1, 1912	Mar. 1, 1912	2,400 00
Axeman	E. B. Davis	Sept. 16, 1912	Sept. 16, 1912	$2 50 per day.
Axeman	C. K. Seipel	Sept. 16, 1912	Sept. 16, 1912	2 50 per day.

SECRETARY OF STATE

UNCLASSIFIED SERVICE

Secretary	Mitchell May	Jan. 1, 1913	Jan. 1, 1913	$6,000 00

EXEMPT CLASS

Deputy	Luke A. Keenan	Jan. 3, 1911	Jan. 3, 1911	4,500 00
Assistant to deputy	William J. Heney	Aug. 15, 1911	Aug. 15, 1911	2,000 00
Chief clerk	Jose E. Pidgeon	Feb. 9, 1911	Feb. 9, 1911	3,500 00
Private secretary	John J. Martin	Sept. 12, 1911	Sept. 12, 1911	1,800 00
Chief, automobile bureau	James A. Mackey	Mar. 30, 1911	Mar. 30, 1911	2,700 00
Deputy, automobile bureau	Thomas F. Matthews	May 11, 1911	May 11, 1911	2,200 00
Confidential clerk	Isaac Grossman	May 9, 1911	May 9, 1911	2,200 00
Cashier and bookkeeper	Park A. Mahoney	May 22, 1911	May 22, 1911	1,600 00
Stenographer to deputy	Helen F. Mealey	Jan. 28, 1911	Jan. 28, 1911	900 00
Cashier, automobile bureau	William McLaughlin	Jan. 23, 1911	Jan. 23, 1911	1,800 00
Cashier, automobile bureau	Charles J. Dill	Jan. 10, 1911	May 15, 1911	1,800 00
Cashier, automobile bureau	William T. Boyle	Jan. 24, 1911	Jan. 24, 1911	1,800 00
Cashier, automobile bureau	William C. Boudreau	Oct. 18, 1911	Oct. 18, 1911	1,800 00
Chief inspector, automobile bureau	Walter J. Bryan	Nov. 4, 1912	Nov. 4, 1912	1,500 00
Inspector, automobile bureau	Christopher Plunkett	Oct. 9, 1911	Oct. 9, 1911	1,200 00
Inspector, automobile bureau	Thomas Meagher	Oct. 9, 1911	Oct. 9, 1911	1,200 00
Inspector, automobile bureau	Lawrence Lyons	Oct. 9, 1911	Oct. 9, 1911	1,200 00
Inspector, automobile bureau	Gustave Semmig	April 15, 1912	April 15, 1912	1,200 00
Inspector, automobile bureau	Thomas A. Smith	May 15, 1912	May 15, 1912	1,200 00

COMPETITIVE CLASS

Land clerk	Charles V. Hooper	Jan. 1, 1882	Jan. 1, 1886	3,000 00
Corporation examiner	Frank S. Sharp	Mar. 1, 1902	Mar. 1, 1910	2,500 00
Assistant corporation examiner	Leroy L. Luther	Jan. 12, 1909	July 18, 1910	1,600 00
Corporation clerk	Charles McKallor	Jan. 1, 1894	Jan. 1, 1894	1,500 00

SECRETARY OF STATE — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Clerk	William S. Hale	Sept. 2, 1894	Oct. 1, 1900	$1,600 00
Clerk	William T. Fletcher	July 11, 1900	Oct. 1, 1902	1,500 00
Clerk	Ward M. Tibbits	Jan. 20, 1908	June 20, 1910	1,450 00
Clerk	James R. Murray	Nov. 9, 1901	June 1, 1906	1,400 00
Clerk	Henry G. Adams	Sept. 16, 1902	Jan. 1, 1908	1,400 00
Clerk	Minnie I. Bull	June 25, 1894	Feb. 1, 1909	1,200 00
Clerk	Adele B. Kavanaugh	Jan. 18, 1905	May 1, 1911	1,100 00
Clerk	Joseph A. McGraw	Oct. 8, 1906	July 26, 1909	1,000 00
Clerk	Marguerite Murray	May 11, 1905	April 14, 1908	900 00
Clerk	Elizabeth Fagan	Dec. 13, 1899	Dec. 16, 1907	900 00
Clerk	Mary D. Cleary	Nov. 26, 1907	July 1, 1908	900 00
Clerk	Janet Samuels	Sept. 20, 1909	June 22, 1910	900 00
Clerk	Katherine Smith	Oct. 21, 1910	Oct. 21, 1910	600 00
Clerk	Genevieve Reilly	July 9, 1910	July 9, 1910	600 00
Clerk	Jane A. S. Gallup	Oct. 24, 1910	Oct. 24, 1910	600 00
Clerk	Catherine C. Dwyer	Dec. 8, 1910	Dec. 8, 1910	600 00
Junior clerk	William A. Sivers	May 9, 1910	Mar. 1, 1912	600 00
Page	Joseph T. Holahan	Dec. 21, 1910	Dec. 21, 1910	480 00
Page	John Sheridan	Feb. 15, 1911	Feb. 15, 1911	480 00
Page	Harold J. Fisher	Dec. 15, 1911	Dec. 15, 1911	480 00
Page	Edward F. Goetz	May 15, 1912	May 15, 1912	360 00
Page	Simon Bernheimer	Sept. 30, 1912	Sept. 30, 1912	360 00
Clerk and stenographer	Frederica Knapp	July 15, 1896	Jan. 23, 1899	1,250 00
Clerk and stenographer	Katherine A. Cox	Jan. 1, 1905	May 1, 1911	1,200 00
Clerk and stenographer	Elizabeth Murray	April 1, 1897	Oct. 11, 1909	1,200 00
Clerk and stenographer	Mary H. O'Brien	Mar. 1, 1901	Jan. 4, 1908	1,150 00
Clerk and typewriter	Mabel Dorn	Dec. 13, 1894	Dec. 13, 1894	1,100 00
Bookkeeper	Frank J. Laraway	Oct. 21, 1912	Oct. 21, 1912	1,200 00

Bookkeeper	Maurice Muschel	June 21, 1910	June 21, 1910	1,100 00
Bookkeeper	Goldie C. Elstein	May 1, 1911	May 1, 1911	600 00
Correspondence clerk	John H. Feily	June 27, 1910	June 27, 1910	1,300 00
Correspondence clerk	Julius Finn	Aug. 1, 1910	Aug. 1, 1910	1,000 00
Law clerk	Charles H. Dorn	June 1, 1911	June 1, 1911	1,000 00
Interpreter	Simon Ornstein	July 22, 1910	July 22, 1910	1,000 00
Proofreader	Margaret L. Rodgers	Nov. 1, 1910	Nov. 1, 1910	900 00
Telephone operator	Margaret A. Corcoran	July 1, 1908	July 1, 1908	950 00
Messenger	Jacob R. Terwilliger	Jan. 1, 1894	Jan. 1, 1894	1,200 00
Messenger	Isidor Coblens	Jan. 17, 1911	Jan. 17, 1911	1,200 00
Messenger	Harry C. Moody	May 1, 1906	Nov. 10, 1908	1,000 00
Stenographer	William F. White	Feb. 1, 1909	Jan. 1, 1910	1,300 00
Stenographer	Anna M. Heenan	June 20, 1904	June 20, 1904	1,100 00
Stenographer	William R. Wiener	Mar. 5, 1910	Sept. 16, 1910	1,100 00
Stenographer	Bertha M. Keegan	Mar. 18, 1907	Jan. 1, 1909	1,000 00
Stenographer	Margaret V. Maynes	Jan. 11, 1907	Jan. 11, 1907	1,000 00
Stenographer	Francis R. Overend	June 14, 1910	June 14, 1910	1,000 00
Stenographer	Julia K. Reilly	April 17, 1905	April 17, 1905	950 00
Stenographer	Katherine Moore	Jan. 27, 1903	Jan. 27, 1903	900 00
Stenographer	Mary L. Hendee	Mar. 4, 1904	Mar. 4, 1904	900 00
Stenographer	Ethel M. Waugh	Jan. 1, 1910	Jan. 1, 1910	900 00
Stenographer	Grace C. Davis	April 12, 1909	April 12, 1909	900 00
Stenographer	Elizabeth A. Murphy	June 7, 1909	June 7, 1909	900 00
Stenographer	Christopher D. Henck	Nov. 14, 1910	Nov. 14, 1910	900 00
Stenographer	Elizabeth A. Carroll	May 15, 1902	May 15, 1902	900 00
Stenographer	Mildred Crounse	April 6, 1910	April 6, 1910	720 00
Stenographer	Marie J. F. Loughlin	June 23, 1910	June 23, 1910	720 00
Stenographer	Jennie M. Sammon	June 27, 1910	June 27, 1910	720 00
Stenographer	Marion Slater	Oct. 19, 1910	Oct. 19, 1910	720 00
Stenographer	Mary L. McManaway	Nov. 9, 1910	Nov. 9, 1910	720 00
Stenographer	Grace V. Manning	July 14, 1910	July 14, 1910	720 00
Stenographer	Elsie M. Brennan	July 18, 1910	July 18, 1910	720 00
Stenographer	Helen A. McGoldrick	July 13, 1910	July 13, 1910	720 00
Stenographer	Harriet A. Krum	July 15, 1910	July 15, 1910	720 00
Stenographer	Miriam Schlesinger	July 18, 1910	July 18, 1910	720 00
Stenographer	Clara Moore	June 29, 1910	June 29, 1910	600 00
Stenographer	Ray Waxman	Oct. 1, 1910	Oct. 1, 1910	600 00

SECRETARY OF STATE — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Stenographer	Catherine A. Pedlow	July 14, 1910	July 14, 1910	$600 00
Stenographer	Anna F. Lichtenstein	April 13, 1911	April 13, 1911	600 00
Stenographer	Anna L. Morris	April 13, 1911	April 13, 1911	600 00
Stenographer	Virginia C. Fox	April 13, 1911	April 13, 1911	600 00
Stenographer	Eleanor G. Dargin	April 13, 1911	April 13, 1911	600 00
Stenographer	Mary Karlik	April 13, 1911	April 13, 1911	600 00
Stenographer	Alice G. MacHugh	April 13, 1911	April 13, 1911	600 00
Stenographer	Anna E. Kunte	Oct. 1, 1911	Oct. 1, 1911	600 00
Stenographer	Isabel T. McGuiness	Oct. 1, 1911	Oct. 1, 1911	600 00
Stenographer	Lillian Williams	Oct. 1, 1911	Oct. 1, 1911	600 00
Stenographer	Isabel Zinn	Oct. 30, 1911	Oct. 30, 1911	600 00
Stenographer	Ella M. Overend	Oct. 2, 1911	Oct. 2, 1911	600 00
Stenographer	Grace A. Keller	Oct. 2, 1911	Oct. 2, 1911	600 00
Stenographer	Florence Leonard	Oct. 2, 1911	Oct. 2, 1911	600 00
Stenographer	Josephine Case	Dec. 9, 1910	Dec. 9, 1910	600 00
Stenographer	Catherine D. Ramroth	Oct. 31, 1910	Oct. 31, 1910	600 00
Stenographer	Sarah V. Tiernan	Jan. 16, 1911	Jan. 16, 1911	600 00
Stenographer	Josephine M. Loveland	Jan. 2, 1912	Jan. 2, 1912	600 00
Stenographer	Hannah Graff	Feb. 13, 1912	Feb. 13, 1912	600 00
Stenographer	Josephine Bogan	Feb. 19, 1912	Feb. 19, 1912	600 00
Stenographer	Effie M. Marsh	Sept. 1, 1912	Sept. 1, 1912	600 00
Stenographer	Teresa Lundrigan	Nov. 1, 1912	Nov. 1, 1912	600 00
Stenographer	Catherine L. Blunden	Nov. 1, 1912	Nov. 1, 1912	600 00
Stenographer	Gertrude Fell	Nov. 1, 1912	Nov. 1, 1912	600 00
Stenographer	Anna F. Hartmann	Nov. 25, 1912	Nov. 25, 1912	600 00
Stenographer	Bridget V. Glendon	Dec. 5, 1912	Dec. 5, 1912	600 00
Typewriter copyist	Josephine F. Blake	Jan. 9, 1911	Jan. 9, 1911	600 00
Typewriter copyist	Anna Clyne	April 13, 1911	April 13, 1911	600 00

Typewriter copyist	Margaret Leonard	April 13, 1911	April 13, 1911	600 00
Typewriter copyist	Frances A. Curry	April 13, 1911	April 13, 1911	600 00
Typewriter copyist	Rebecca Tubachnick	Oct. 1, 1911	Oct. 1, 1911	600 00
Typewriter copyist	Mary A. C. Mason	Oct. 1, 1911	Oct. 1, 1911	600 00
Typewriter copyist	Henrietta A. L. Gerdes	Oct. 1, 1911	Oct. 1, 1911	600 00
Typewriter copyist	Margaret M. Cassidy	Oct. 1, 1911	Oct. 1, 1911	600 00
Typewriter copyist	Martha F. Wiggins	Sept. 1, 1911	Sept. 1, 1911	600 00
Typewriter copyist	Helen Getschlig	Sept. 1, 1911	Sept. 1, 1911	600 00
Typewriter copyist	Frances A. Lefkof	Sept. 1, 1911	Sept. 1, 1911	600 00
Typewriter copyist	Lillian Dean	Jan. 9, 1911	Jan. 9, 1911	600 00
Typewriter copyist	Catherine F. Costello	Oct. 9, 1911	Oct. 9, 1911	600 00
Typewriter copyist	Bertha M. Sheer	Oct. 2, 1911	Oct. 2, 1911	600 00
Typewriter copyist	Gertrude Goodman	April 15, 1911	April 15, 1911	600 00
Typewriter copyist	Florence M. Kohler	Oct. 2, 1911	Oct. 2, 1911	600 00
Typewriter copyist	Edna M. Maxwell	Jan. 9, 1911	Jan. 9, 1911	600 00
Typewriter copyist	Florence Barnum	Jan. 9, 1911	Jan. 9, 1911	600 00
Typewriter copyist	Mary H. Gannon	Jan. 9, 1911	Jan. 9, 1911	600 00
Typewriter copyist	Ella M. Lyons	Jan. 9, 1911	Jan. 9, 1911	600 00
Typewriter copyist	Elizabeth V. McDuff	Jan. 9, 1911	Jan. 9, 1911	600 00
Typewriter copyist	Anna M. Hennessy	April 13, 1911	April 13, 1911	600 00
Typewriter copyist	Miriam Obadiah	Nov. 18, 1912	Nov. 18, 1912	600 00
Typewriter copyist	Margaret J. Richters	Nov. 13, 1912	Nov. 13, 1912	600 00
Chief examiner of chauffeurs	George Strobridge	May 8, 1911	May 8, 1911	2,000 00
Examiner of chauffeurs	Bernard Schmidt	Nov. 1, 1910	Nov. 1, 1910	1,350 00
Examiner of chauffeurs	Rurie H. Strickland	Nov. 1, 1910	Nov. 1, 1910	1,200 00
Examiner of chauffeurs	John A. Hamlin	Feb. 1, 1912	Feb. 1, 1912	1,200 00
Examiner of chauffeurs	Leon S. Prentiss	Aug. 19, 1912	Aug. 19, 1912	1,200 00
Examiner of chauffeurs	Robert Grogan	Aug. 12, 1912	Aug. 12, 1912	1,200 00
Examiner of chauffeurs	John R. Cleary	Mar. 1, 1912	Mar. 1, 1912	1,200 00
Watchman	M. Borstein	Oct. 23, 1911	Oct. 23, 1911	720 00

NON-COMPETITIVE CLASS

Chauffeur	John J. Kieley	Feb. 15, 1911	Feb. 15, 1911	1,200 00
Application examiner	Raymond Selby	July 15, 1912	July 15, 1912	900 00

SPECIAL EXAMINER AND APPRAISER OF CANAL LANDS

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE			
Special examiner and appraiser	W. B. Milliman	June 28, 1911	June 28, 1911	$5,000 00
	EXEMPT CLASS			
Secretary	Edward Corcoran	Aug. 15, 1911	Aug. 15, 1911	1,200 00
	COMPETITIVE CLASS			
Assistant special examiner and appraiser	Walter L. Dix	July 17, 1911	July 17, 1911	2,500 00
Assistant special examiner and appraiser	William Blanchfield	Sept. 13, 1911	Sept. 13, 1911	2,500 00
Clerk and stenographer	Henrietta Herkenham	July 11, 1898	Nov. 10, 1905	1,500 00

STATE FAIR COMMISSION

	UNCLASSIFIED SERVICE			
Commissioner	Lt. Gov. Martin H. Glynn ex officio	.....	.....	.....
Commissioner	Com'r Calvin J. Huson ex officio	.....	.....	.....
Commissioner	C. A. Wieting	April 21, 1908	April 21, 1908	3,000 00
Commissioner	William H. Jones	June 1, 1912	June 1, 1912	3,000 00
Commissioner	Ira Sharp	April 21, 1908	April 21, 1908	3,000 00
Commissioner	George W. Driscoll	Jan. —. 1912	Jan. —, 1912	3,000 00
Commissioner	W. Barry Murphy	June 15, 1911	June 15, 1911	3,000 00
	EXEMPT CLASS			
Secretary	Stanton C. Shaver	May 18, 1900	May 18, 1900	3,000 00
Treasurer	Albert E. Brown	May 18, 1900	May 18, 1900	2,500 00
Superintendent of races	H. S. Nealley	May —, 1906	May —, 1906	1,000 00
Secretary of horse show	Samuel W. Taylor	Aug. 1, 1907	Aug. 1, 1907	750 00

NON-COMPETITIVE CLASS

Gardener	J. M. Betts	Aug. 1, 1912	Aug. 1, 1912	1,200 00

BOARD OF TAX COMMISSIONERS

UNCLASSIFIED SERVICE *

Commissioner	Thomas F. Byrnes	May 3, 1911	May 3, 1911	6,000 00
Commissioner	William H. Sullivan	Mar. 1, 1912	Mar. 1, 1912	6,000 00
Commissioner	Joseph S. Schwab	Jan. 7, 1913	Jan. 7, 1913	6,000 00

EXEMPT CLASS

Secretary	Joseph B. Cunningham	May 15, 1912	May 15, 1912	4,500 00
Confidential secretary to chairman	Nicholas Mead	Oct. 1, 1912	Oct. 1, 1912	1,200 00
Expert examiner of special franchises	P. B. Wittmer	Jan. 1, 1901	Feb. 1, 1909	4,320 00
Expert examiner of special franchises	James A. McQuade	Mar. 15, 1912	Mar. 15, 1912	4,320 00
Confidential appraiser	Louis F. Haffen	May 15, 1912	May 15, 1912	4,320 00
Confidential special agent	James B. Allen	Mar. 15, 1912	Mar. 15, 1912	2,700 00
Confidential special agent	George J. Devine	Mar. 25, 1912	Mar. 25, 1912	2,700 00
Confidential special agent	P. A. Dowling	Mar. 25, 1912	Mar. 25, 1912	2,400 00
Confidential special agent	Owen M. McManus	July 15, 1912	July 15, 1912	2,400 00
Confidential special agent	Thomas F. Bradshaw	Aug. 1, 1912	Aug. 1, 1912	2,400 00
Confidential special agent	John C. McGreevy	Mar. 25, 1912	Mar. 25, 1912	2,100 00
Confidential special agent	Charles B. O'Connell	April 15, 1912	April 15, 1912	2,100 00
Confidential special agent	William H. Benedict	May 1, 1912	May 1, 1912	2,100 00
Confidential special agent	James R. Steele	June 1, 1912	June 1, 1912	2,100 00
Confidential special agent	Edward W. Carroll	June 1, 1912	June 1, 1912	2,100 00
Confidential special agent	Clarence E. von Utter	June 1, 1912	June 1, 1912	2,100 00
Confidential special agent	John C. Braun	June 1, 1912	June 1, 1912	2,100 00
Confidential special agent	Daniel R. Spratt	June 1, 1912	June 1, 1912	2,100 00
Confidential special agent	Daniel M. Hayes	Dec. 1, 1912	Dec. 1, 1912	2,100 00
Confidential mortgage tax examiner	Vacancy	.....	.....	.....

COMPETITIVE CLASS

Mortgage tax clerk	R. E. Thompson	May 1, 1900	Feb. 7, 1907	3,500 00
Assistant mortgage tax clerk	Seth T. Cole	Aug. 1, 1907	Oct. 1, 1910	2,700 00

* Amended to Jan. 7, 1913.

BOARD OF TAX COMMISSIONERS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Chief clerk	Marshall M. France	April 14, 1896	Oct. 1, 1899	$2,800 00
Assistant secretary and law clerk	Charles J. Tobin	June 6, 1900	Mar. 18, 1912	3,600 00
Clerk	Harris D. Parr	April 5, 1907	Oct. 1, 1910	1,400 00
Clerk	Helen P. Huested	June 22, 1898	July 1, 1910	1,000 00
Clerk	Veronica Sheehan	Feb. 23, 1894	Oct. 1, 1911	900 00
Junior clerk	Harry S. Deevey	Oct. 20, 1910	Oct. 1, 1912	600 00
Filing clerk	Florence R. Derby	Feb. 1, 1897	Oct. 1, 1908	1,200 00
Statistician	Frederick D. Bidwell	Jan. 1, 1900	June 3, 1909	2,400 00
Bookkeeper	William Milroy	June 23, 1909	June 23, 1909	1,700 00
Statistician and bookkeeper	John A. Cromie	Aug. 11, 1908	Nov. 17, 1909	1,700 00
Stenographer	John M. Turner	May 26, 1904	Jan. 15, 1909	1,600 00
Stenographer	Mary C. Fitzpatrick	Nov. 17, 1904	Mar. 17, 1908	1,500 00
Stenographer	Anna M. Byrne	April 9, 1907	Mar. 18, 1909	1,200 00
Stenographer	Margaret Ewing	Jan. 17, 1910	Jan. 17, 1910	1,200 00
Stenographer	Katherine V. Reany	Oct. 1, 1911	Oct. 1, 1911	600 00
Stenographer	Mary A. Kelly	April 11, 1912	April 11, 1912	600 00
Stenographer	Nellie C. O'Neill	April 17, 1912	April 17, 1912	360 00
Stenographer	Helen A. Ryan	July 15, 1912	July 15, 1912	360 00
Typewriter copyist	Agnes Cassidy	June 1, 1911	June 1, 1911	600 00
Typewriter copyist	Marguerite C. Reinemann	July 17, 1911	July 17, 1911	360 00
Typewriter copyist	Mary C. Bergeron	April 11, 1912	April 11, 1912	360 00
Mortgage tax examiner	Leland C. Jones	Dec. 6, 1910	Dec. 6, 1910	1,800 00
Mortgage tax examiner	Wilbur P. Fish	Dec. 6, 1910	Dec. 6, 1910	1,800 00
Mortgage tax examiner	Joseph Meltsner	Feb. 1, 1911	Feb. 1, 1911	1,800 00

STATE TREASURER

	UNCLASSIFIED SERVICE			
State treasurer	John J. Kennedy	Jan. 1, 1911	Jan. 1, 1911	6,000 00

EXEMPT CLASS

Deputy	George W. Batten	Jan. 1, 1911	Jan. 1, 1911	5,000 00
Cashier	Geo. W. Ryan	Feb. 1, 1911	Feb. 1, 1911	3,000 00

COMPETITIVE CLASS

Accountant and transfer officer	Richard G. Milks	Dec. 28, 1894	Dec. 28, 1894	2,700 00
Check clerk	Isaac Blauvelt	July 16, 1894	July 16, 1894	3,000 00
Chief clerk	Ellsworth Crum	Jan. 1, 1907	Jan. 1, 1907	1,800 00
Assistant cashier	John J. Caldwell	July 1, 1907	July 1, 1907	2,100 00
Confidential clerk	R. L. McMahon	Jan. 15, 1911	Jan. 15, 1911	1,400 00
Clerk	Mitchell McFarland	Mar. 1, 1894	Mar. 1, 1894	1,400 00
Clerk	Frank S. Learnan	Mar. 15, 1904	June 15, 1906	1,300 00
Stenographer	Bert L. Taber	Dec. 8, 1910	Dec. 8, 1910	1,100 00
Messenger	George Markel	June 15, 1905	June 15, 1905	1,100 00

WASHINGTON'S HEADQUARTERS, NEWBURGH

UNCLASSIFIED SERVICE

Trustee	Alenson Y. Weller	May 26, 1910	May 26, 1910	.....
Trustee	James G. Graham	June 13, 1907	June 13, 1907	.....
Trustee	Charles D. Robinson	June 13, 1907	June 13, 1907	.....
Trustee	John Deyo	May 3, 1911	May 3, 1911	.....
Trustee	William F. Cassidy	April 26, 1909	April 26, 1909	.....
Trustee	Samuel V. Schoonmaker	April 26, 1909	April 26, 1909	.....
Trustee	David A. Morrison	April 26, 1909	April 26, 1909	.....
Trustee	Michael Salley	May 26, 1910	May 26, 1910	.....
Trustee	John Huske	May 3, 1911	May 3, 1911	.....
Trustee	Francis J. Gorman	May 3, 1911	May 3, 1911	.....

COMPETITIVE CLASS

Superintendent	Stephen J. Gregory	June 1, 1906	June 1, 1906	500 00
Custodian and curator	Agnes E. Farrington	Mar. 1, 1910	Mar. 1, 1910	900 00

WATKINS GLEN RESERVATION

UNCLASSIFIED SERVICE

Commissioner	Thomas W. McAnarney	July 21, 1911	July 21, 1911	.....
Commissioner	John A. Clute	July 21, 1911	July 21, 1911	.....

WATKINS GLEN RESERVATION — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE — (*continued*)			
Commissioner	John B. Macreery	July 21, 1911	July 21, 1911	.....
Commissioner	James B. Rathbone	July 21, 1911	July 21, 1911	.....
Commissioner	William E. Leffingwell	July 21, 1911	July 21, 1911	.....
	EXEMPT CLASS			
Secretary and treasurer	Frank E. Wixon	Aug. 1, 1911	Aug. 1, 1911	$1,200 00
	COMPETITIVE CLASS			
Superintendent	Charles W. Nichols	Aug. 1, 1911	Aug. 1, 1911	1,200 00
	SUPERINTENDENT OF WEIGHTS AND MEASURES			
	UNCLASSIFIED SERVICE			
Superintendent	Fritz Reichmann	Dec. 3, 1906	Dec. 3, 1906	3,500 00
	EXEMPT CLASS			
Deputy superintendent	James J. O'Hara	Nov. 19, 1910	Nov. 19, 1910	2,500 00
Second deputy superintendent	W. J. Gurnett	Aug. 1, 1911	Aug. 1, 1911	2,000 00
	COMPETITIVE CLASS			
Special deputy	Milton J. Jacobson	Oct. 1, 1909	June 1, 1912	1,300 00
Stenographer	Lucia C. Damarell	Aug. 30, 1909	Aug. 30, 1909	1,300 00
Stenographer	Elizabeth C. Bakeman	Sept. 25, 1911	Sept. 25, 1911	600 00
Inspector	George A. Dasney	Dec. 1, 1909	Dec. 1, 1909	1,400 00
Inspector	B. M. Blumenthal	Nov. 12, 1909	Nov. 12, 1909	1,350 00
Inspector	B. Kanzer	Sept. 6, 1910	Sept. 6, 1910	1,200 00
Inspector	Isidor Wohlstetter	June 12, 1912	June 12, 1912	1,000 00
Inspector	D. Zuckerman	Oct. 10, 1912	Oct. 10, 1912	950 00

STATE COURTS

COURT OF APPEALS

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE			
Chief judge	Edgar M. Cullen	Jan. 1, 1895	Sept. —, 1904	$10,500 00
Associate judge	John Clinton Gray	Jan. 25, 1888	Jan. 25, 1888	10,000 00
Associate judge	William E. Werner	Jan. 1, 1895	Jan. 1, 1895	10,000 00
Associate judge	Willard Bartlett	Jan. 1, 1898	Jan. 1, 1898	10,000 00
Associate judge	Frederick Collin	Oct. 5, 1910	Oct. 5, 1910	10,000 00
Associate judge	William H. Cuddeback	Jan. 1, 1913	Jan. 1, 1913	10,000 00
Associate judge	John W. Hogan	Jan. 1, 1913	Jan. 1, 1913	10,000 00
Associate judge	Frank H. Hiscock	Jan. 1, 1897	Jan. 1, 1897	10,000 00
Associate judge	Emory A. Chase	Jan. 1, 1897	Jan. 1, 1897	10,000 00
	EXEMPT CLASS			
Clerk	Richard M. Barber	Mar. 1, 1868	Mar. 4, 1909	6,000 00
Deputy clerk	John H. Reynolds	Nov. 22, 1895	Mar. 5, 1909	4,000 00
Librarian, stenographer and confidential clerk	Alfred S. Brolley	Jan. 1, 1882	Jan. 1, 1882	3,700 00
Assistant librarian and stenographer	Buell C. Andrews	June 1, 1883	June 1, 1883	2,200 00
Remittitur clerk	William J. Armstrong	Feb. 1, 1895	Oct. 1, 1908	2,800 00
Law examiner	Franklin M. Danaher	Oct. 3, 1894	Oct. 3, 1894	2,500 00
Law examiner	William P. Goodelle	Oct. 3, 1894	Oct. 3, 1894	2,500 00
Clerk to Judge Cullen	Edward J. Carey	April 1, 1900	April 1, 1900	2,500 00
Clerk to Judge Gray	Annie Ghio	Jan. 25, 1898	Jan. 25, 1898	1,500 00
Clerk to Judge Werner	Pauline R. Rowe	Jan. 1, 1901	Jan. 1, 1901	1,500 00
Clerk to Judge Collin	Elma Disney	Nov. 1, 1910	Nov. 1, 1910	1,500 00
Clerk to Judge Chase	Georgina A. Jackson	Jan. 1, 1897	Jan. 1, 1897	840 00
Clerk to Judge Hiscock	William A. Comstock	April 1, 1897	April 1, 1897	1,500 00
Clerk to Judge Cuddeback	Jean Crowley	Jan. 1, 1913	Jan. 1, 1913	1,500 00

COURT OF APPEALS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS — (*continued*)			
Clerk to Judge Hogan	John V. McCarthy	Jan. 1, 1913	Jan. 1, 1913	$1,500 00
Chancery clerk	John Ludden	Oct. 1, 1908	Dec. 1, 1912	2,100 00
Certificate clerk	Rufus Kimball	Jan. 8, 1906	April 8, 1909	2,100 00
Law clerk	G. Herbert Cone	Dec. 30, 1896	May 1, 1905	3,000 00
Assistant law clerk	W. B. Estabrook	Dec. 30, 1896	Oct. 1, 1907	2,000 00
Stenographer	George R. Turner	Oct. 15, 1898	Oct. 1, 1909	1,800 00
Stenographer	Harry B. Case	Oct. 4, 1909	Dec. 1, 1912	1,800 00
Attendant acting as assistant law clerk	Clarence A. Wood	Mar. 20, 1902	Feb. 1, 1910	1,800 00
Attendant acting as stenographer	Harry R. Armour	April 1, 1906	Feb. 1, 1910	1,800 00
Attendant	William J. Lecompte	Dec. 3, 1894	Dec. 3, 1894	1,800 00
Attendant	Walter L. Childs	Mar. 5, 1895	Mar. 5, 1895	1,800 00
Porter	Alexander P. Simpson	Mar. 1, 1910	Mar. 1, 1910	800 00
Porter	Henry A. Simpson	Jan. 1, 1913	Jan. 1, 1913	800 00
	COMPETITIVE CLASS			
Crier	Frederick W. Harris	Jan. 1, 1900	Jan. 1, 1900	2,000 00
Court messenger	Isaac H. Benjamin	Mar. 19, 1891	Mar. 19, 1891	1,200 00

SUPREME COURT, FIRST DISTRICT

	UNCLASSIFIED SERVICE			
Justice	P. Henry Dugro	Jan. 1, 1887	Jan. 1, 1887	10,000 00
Justice	Leonard A. Giegerich	Jan. 1, 1896	Jan. 1, 1896	10,000 00
Justice	Henry Bischoff	Jan. 1, 1896	Jan. 1, 1896	10,000 00
Justice	James A. Blanchard	Jan. 1, 1901	Jan. 1, 1901	10,000 00
Justice	Samuel Greenbaum	Jan. 1, 1902	Jan. 1, 1902	10,000 00
Justice	Edward McCall	Jan. 1, 1903	Jan. 1, 1903	10,000 00
Justice	Edward B. Amend	Jan. 1, 1903	Jan. 1, 1903	10,000 00

Justice	Vernon M. Davis	Jan. 1, 1903	Jan. 1, 1903	10,000 00
Justice	Joseph E. Newburger	Jan. 1, 1905	Jan. 1, 1905	10,000 00
Justice	John W. Goff	Jan. 1, 1907	Jan. 1, 1907	10,000 00
Justice	Samuel Seabury	Jan. 1, 1907	Jan. 1, 1907	10,000 00
Justice	M. Warley Platzek	Jan. 1, 1907	Jan. 1, 1907	10,000 00
Justice	Peter A. Hendrick	Jan. 1, 1907	Jan. 1, 1907	10,000 00
Justice	John Ford	Jan. 1, 1907	Jan. 1, 1907	10,000 00
Justice	John J. Brady	Jan. 1, 1907	Jan. 1, 1907	10,000 00
Justice	Mitchell L. Erlanger	Jan. 1, 1907	Jan. 1, 1907	10,000 00
Justice	Charles L. Guy	Jan. 1, 1907	Jan. 1, 1907	10,000 00
Justice	James W. Gerard	Jan. 1, 1908	Jan. 1, 1908	10,000 00
Justice	Irving Lehman	Jan. 1, 1909	Jan. 1, 1909	10,000 00
Justice	Edward J. Gavegan	Jan. 1, 1910	Jan. 1, 1910	10,000 00
Justice	Nathan Bijur	Jan. 1, 1910	Jan. 1, 1910	10,000 00
Justice	Alfred R. Page	Jan. 1, 1910	Jan. 1, 1910	10,000 00
Justice	John J. Delany	Jan. 1, 1911	Jan. 1, 1911	10,000 00
Justice	Francis K. Pendleton	Jan. 1, 1908	Jan. 1, 1908	10,000 00
Justice	Daniel F. Cohalan	Jan. 1, 1912	Jan. 1, 1912	10,000 00
Justice	Henry D. Hotchkiss	Jan. 1, 1912	Jan. 1, 1912	10,000 00
Justice	Thomas F. Donnelly	Jan. 1, 1913	Jan. 1, 1913	10,000 00
Justice	Edward G. Whitaker	Jan. 1, 1913	Jan. 1, 1913	10,000 00

EXEMPT CLASS

Clerk to Justice Dugro	Frederick Kropp	Jan. 1, 1896	Jan. 1, 1896	3,500 00
Clerk to Justice Blanchard	Medbery Blanchard	June 15, 1908	June 15, 1908	3,000 00
Clerk to Justice Greenbaum	Arthur Ofner	Nov. 9, 1909	Nov. 9, 1909	3,500 00
Clerk to Justice McCall	Charles A. Hickey	Jan. 1, 1903	Jan. 1, 1903	3,500 00
Clerk to Justice Amend	Ambrose A. O'Connell	Oct. 1, 1911	Oct. 1, 1911	2,750 00
Clerk to Justice Davis	Gustavus W. Rawson	Jan. 1, 1903	Jan. 1, 1903	3,500 00
Clerk to Justice Bischoff	William J. A. McKim	Jan. 1, 1896	Jan. 1, 1896	3,500 00
Clerk to Justice Goff	LeGrand Benedict	Oct. 1, 1909	Oct. 1, 1909	3,500 00
Clerk to Justice Newberger	William A. Maguire	Oct. 19, 1899	May 16, 1912	2,500 00
Clerk to Justice Giegerich	David R. Daly	Jan. 1, 1896	Jan. 1, 1896	3,500 00
Clerk to Justice Seabury	Wm. Bradford Roulstone	Nov. 1, 1912	Nov. 1, 1912	2,500 00
Clerk to Justice Hendrick	Gabriel L. Hess	Oct. 11, 1909	Oct. 11, 1909	3,500 00
Clerk to Justice Ford	Michael A. Ford	Feb. 1, 1911	Feb. 1, 1911	3,250 00

SUPREME COURT, FIRST DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS — (*continued*)			
Clerk to Justice Brady	Thomas C. Patterson	Jan. 1, 1907	Jan. 1, 1907	$3,500 00
Clerk to Justice Erlanger	Eugene F. McGee	June 11, 1910	June 11, 1910	3,500 00
Clerk to Justice Lehman	Richard Steel	Jan. 1, 1909	Jan. 1, 1909	3,500 00
Clerk to Justice Page	Harding Johnson	Nov. 1, 1912	Nov. 1, 1912	2,500 00
Clerk to Justice Gerard	John J. Murphy	Jan. 1, 1907	June 11, 1910	3,500 00
Clerk to Justice Delany	Alexander I. Rorke	Jan. 1, 1911	Jan. 1, 1911	3,500 00
Clerk to Justice Gavegan	Joseph L. Dougherty	Jan. 1, 1910	Jan. 1, 1910	3,500 00
Clerk to Justice Bijur	George B. Francis	Jan. 1, 1910	Jan. 1, 1910	3,250 00
Clerk to Justice Cohalan	John G. McTigue	June 2, 1911	June 2, 1911	3,500 00
Clerk to Justice Hotchkiss	John F. Conway	April 1, 1912	April 1, 1912	2,500 00
Clerk to Justice Pendleton	Frank P. Hoffman	Sept. 16, 1912	Sept. 16, 1912	2,500 00
Clerk to Justice Donnelly	Luke A. Higgins	Jan. 1, 1913	Jan. 1, 1913	2,500 00
Clerk to Justice Whitaker	William T. Keleher	Jan. 1, 1913	Jan. 1, 1913	2,500 00
Clerk to Justice Guy	James B. Butler	May 1, 1911	May 1, 1911	3,500 00
Telephone operator	Catharine Lynch	Jan. 1, 1909	Jan. 1, 1909	1,200 00
Confidential attendant to Justice Dugro	James J. Cunningham	July 1, 1908	July 1, 1908	1,800 00
Confidential attendant to Justice McCall	William Wallace McLaughlin	June 1, 1907	June 1, 1907	1,800 00
Confidential attendant to Justice Amend	Daniel F. Sullivan	Jan. 4, 1912	Jan. 4, 1912	1,800 00
Confidential attendant to Justice Davis	Denis J. Buckley	June 1, 1907	June 1, 1907	1,800 00
Confidential attendant to Justice Giegerich	Edward A. Bernholz	May 16, 1910	May 16, 1910	1,800 00
Confidential attendant to Justice Seabury	Robert S. Mullen	Jan. 12, 1909	Jan. 12, 1909	1,800 00
Confidential attendant to Justice Platzek	Arthur J. McMenomy	June 13, 1907	June 13, 1907	1,800 00
Confidential attendant to Justice Hendrick	Francis P. Murphy	June 1, 1907	June 1, 1907	1,800 00
Confidential attendant to Justice Brady	Peter Schulz	June 1, 1907	June 1, 1907	1,800 00
Confidential attendant to Justice Erlanger	Timothy McCarthy	June 1, 1907	June 1, 1907	1,800 00
Confidential attendant to Justice Guy	William H. Quinn	June 1, 1907	June 1, 1907	1,800 00
Confidential attendant to Justice Lehman	Timothy Sullivan	Jan. 1, 1909	Jan. 1, 1909	1,800 00
Confidential attendant to Justice Bijur	C. Cushman Vail	Jan. 1, 1910	Jan. 1, 1910	1,800 00

Confidential attendant to Justice Page	Edward C. O. Thomas	Jan. 1, 1913	Jan. 1, 1913	1,800 00
Confidential attendant to Justice Goff	Edward F. Maloney	June 15, 1907	June 15, 1907	1,800 00
Confidential attendant to Justice Gavegan	John J. Towers	Jan. 1, 1910	Jan. 1, 1910	1,800 00
Confidential attendant to Justice Gerard	Christopher McCann	Jan. 6, 1913	Jan. 6, 1913	1,800 00
Confidential attendant to Justice Blanchard	Thomas J. Crawford	June 1, 1911	June 1, 1911	1,800 00
Confidential attendant to Justice Hotchkiss	Joseph M. Phelan	Jan. 1, 1912	Jan. 1, 1912	1,800 00
Confidential attendant to Justice Pendleton	Francis P. Cassidy	Mar. 1, 1911	Mar. 1, 1911	1,800 00
Confidential attendant to Justice Delany	John T. L. Barry	Nov. 21, 1912	Nov. 21, 1912	1,800 00
Confidential attendant to Justice Newberger	Simon Levy	May 1, 1912	May 1, 1912	1,800 00
Confidential attendant to Justice Ford	Joseph McLoughlin	June 5, 1909	June 22, 1912	1,800 00
Confidential attendant to Justice Donnelly	William F. Donohue	Jan. 1, 1913	Jan. 1, 1913	1,800 00
Confidential attendant to Justice Whitaker	John F. Lynch	Jan. 1, 1913	Jan. 1, 1913	1,800 00
Confidential attendant to Justice Bischoff	John J. Connolly	Nov. 1, 1907	Jan. 1, 1913	1,800 00
Confidential attendant to Justice Cohalan	Roderick J. Kennedy	Jan. 5, 1909	Jan. 1, 1912	1,800 00
	COMPETITIVE CLASS			
Deputy clerk	J. Lewis Lyon	Jan. 1, 1896	Jan. 1, 1896	4,000 00
Deputy clerk	Clifford Boese	Jan. 1, 1896	Jan. 1, 1896	4,000 00
Deputy clerk	James L. McNeirny	Jan. 1, 1896	Jan. 1, 1896	4,000 00
Deputy clerk	James B. F. Smith	Jan. 1, 1896	Jan. 1, 1896	4,000 00
Deputy clerk	George F. Lyon	Jan. 1, 1896	Jan. 1, 1896	4,000 00
Deputy clerk	Henry C. Reilly	Jan. 1, 1896	Jan. 1, 1896	4,000 00
Special deputy clerk	Edmund Bodine	Dec. 1, 1908	Dec. 1, 1908	2,500 00
Special deputy clerk	Walter A. Brady	Jan. 1, 1896	Jan. 1, 1896	2,500 00
Special deputy clerk	Morris H. Brown	Jan. 1, 1896	Jan. 1, 1896	2,500 00
Special deputy clerk	Edward R. Carroll	Nov. 11, 1898	Nov. 11, 1898	2,500 00
Special deputy clerk	Edwin M. Coe	Jan. 1, 1896	Jan. 1, 1913	2,500 00
Special deputy clerk	John F. Dalton	Jan. 1, 1907	Jan. 1, 1907	2,500 00
Special deputy clerk	James A. Delehy	June 1, 1904	June 1, 1904	2,500 00
Special deputy clerk	James J. Duffy	Jan. 1, 1896	Jan. 1, 1896	2,500 00
Special deputy clerk	Patrick H. Dunn	Jan. 1, 1907	Jan. 1, 1907	2,500 00
Special deputy clerk	William H. Gledhill	Feb. 1, 1903	Feb. 1, 1903	2,500 00
Special deputy clerk	William J. Hill	Jan. 1, 1896	Jan. 1, 1896	2,500 00
Special deputy clerk	Joseph H. Jones	Jan. 1, 1907	Jan. 1, 1907	2,500 00
Special deputy clerk	John Lerscher	Jan. 1, 1896	Jan. 1, 1896	2,500 00
Special deputy clerk	Thomas F. McDevitt	Oct. 1, 1905	Oct. 1, 1905	2,500 00
Special deputy clerk	Andrew B. McDonald	April 7, 1892	June 12, 1905	2,500 00

SUPREME COURT, FIRST DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Special deputy clerk	Frank W. McGurk	April 19, 1905	April 19, 1905	$2,500 00
Special deputy clerk	Edward P. Maguire	April 15, 1908	April 15, 1908	2,500 00
Special deputy clerk	Willis P. Miner	Jan. 1, 1896	Jan. 1, 1896	2,500 00
Special deputy clerk	James R. O'Beirne	Nov. 10, 1902	Nov. 10, 1902	2,500 00
Special deputy clerk	Morgan M. O'Brien	Nov. 15, 1907	Nov. 15, 1907	2,500 00
Special deputy clerk	Michael F. Tobin	May 1, 1896	May 1, 1896	2,500 00
Special deputy clerk	Charles E. Bensel, Jr	May 1, 1897	Jan. 1, 1907	2,500 00
Assistant special deputy clerk	John F. Berrigan	Dec. 5, 1891	Jan. 1, 1912	2,500 00
Assistant special deputy clerk	Robert Blum	Jan. 14, 1896	Jan. 1, 1907	2,500 00
Assistant special deputy clerk	John J. Breen	April 25, 1894	May 9, 1906	2,500 00
Assistant special deputy clerk	Joseph H. Brown	Jan. 1, 1896	Jan. 1, 1896	2,500 00
Assistant special deputy clerk	James R. Cherry	May 14, 1896	Jan. 1, 1907	2,500 00
Assistant special deputy clerk	William G. Clark	Jan. 9, 1896	Jan. 1, 1907	2,500 00
Assistant special deputy clerk	Michael J. Delehanty	Oct. 20, 1903	Jan. 1, 1913	2,500 00
Assistant special deputy clerk	John A. Dooley	Jan. 21, 1907	Jan. 1, 1912	2,500 00
Assistant special deputy clerk	James P. Doyle	Jan. 21, 1907	Jan. 1, 1913	2,500 00
Assistant special deputy clerk	James J. Duffy	Jan. 1, 1896	Jan. 1, 1896	2,500 00
Assistant special deputy clerk	Joseph F. Early	Jan. 1, 1896	Jan. 1, 1896	2,500 00
Assistant special deputy clerk	Albert Elterich, Jr	Dec. 23, 1898	Nov. 1, 1909	2,500 00
Assistant special deputy clerk	John J. Farrell	Feb. 1, 1898	Jan. 1, 1907	2,500 00
Assistant special deputy clerk	John F. Farrington	Jan. 1, 1907	Nov. 1, 1912	2,500 00
Assistant special deputy clerk	Charles W. Floyd, Jr	Mar. 22, 1905	April 22, 1912	2,500 00
Assistant special deputy clerk	Sylvester Ford	Jan. 1, 1907	Nov. 1, 1912	2,500 00
Assistant special deputy clerk	Edmund R. Gibbons	April 15, 1902	Jan. 1, 1912	2,500 00
Assistant special deputy clerk	Theodore M. Gibbons	Feb. 27, 1901	May 13, 1909	2,500 00
Assistant special deputy clerk	James Gilliland	Jan. 21, 1907	Mar. 22, 1909	2,500 00
Assistant special deputy clerk	Walter R. Gorman	Oct. 1, 1899	Mar. 1, 1902	2,500 00
Assistant special deputy clerk	Eugene J. Hughes	Mar. 26, 1908	Jan. 1, 1912	2,500 00

Assistant special deputy clerk	John W. Jones	Dec. 1, 1891	Dec. 1, 1908	2,500 00
Assistant special deputy clerk	Stephen H. Keating	Jan. 1, 1896	Jan. 1, 1896	2,500 00
Assistant special deputy clerk	Thomas A. Keenan	April 17, 1907	Jan. 17, 1912	2,500 00
Assistant special deputy clerk	James R. Kiernan	Jan. 1, 1896	Jan. 1, 1896	2,500 00
Assistant special deputy clerk	Michael F. Looby	Jan. 1, 1907	Mar. 18, 1909	2,500 00
Assistant special deputy clerk	John F. McCabe	April 20, 1896	Jan. 31, 1912	2,500 00
Assistant special deputy clerk	Robert E. Nicholls	Feb. 27, 1901	Jan. 1, 1907	2,500 00
Assistant special deputy clerk	Thomas F. O'Connor	Sept. 20, 1893	Nov. 1, 1906	2,500 00
Assistant special deputy clerk	James Owens, Jr	Jan. 2, 1896	May 13, 1909	2,500 00
Assistant special deputy clerk	Henry Richter	Nov. 1, 1899	Jan. 1, 1907	2,500 00
Assistant special deputy clerk	Edward F. Roche	Jan. 1, 1909	Nov. 1, 1912	2,500 00
Assistant special deputy clerk	Carl H. Smith	April 9, 1907	Nov. 1, 1912	2,500 00
Assistant special deputy clerk	Daniel P. Sullivan	Mar. 1, 1902	Mar. 1, 1902	2,500 00
Assistant special deputy clerk	George W. Sweeney	Feb. 26, 1897	Feb. 26, 1897	2,500 00
Assistant special deputy clerk	William L. Taylor	Jan. 1, 1896	Jan. 1, 1896	2,500 00
Assistant special deputy clerk	Edward R. Watson	Jan. 1, 1896	June 1, 1908	2,500 00
Assistant special deputy clerk	Albert F. Wehle	Jan. 1, 1896	Jan. 1, 1907	2,500 00
Assistant special deputy clerk	John P. Brophy	Dec. 1, 1905	Dec. 1, 1905	2,000 00
Assistant special deputy clerk	William N. Penny	Jan. 1, 1896	Jan. 1, 1896	2,000 00
Naturalization clerk	John H. Loos	Jan. 1, 1896	Jan. 1, 1896	2,500 00
Law clerk	Edward J. Stapleton	Dec. 23, 1889	Dec. 23, 1889	3,500 00
Equity clerk	Daniel J. Begley	Jan. 1, 1908	Jan. 1, 1908	3,500 00
Librarian, law library	Harry E. Griswold	July 14, 1880	Jan. 1, 1912	4,000 00
Assistant crier	William J. Lynch	Jan. 1, 1896	Jan. 1, 1896	2,500 00
Interpreter	Joseph L. Langbank	Dec. 12, 1899	Dec. 12, 1899	2,750 00
Interpreter	Andrea Palmeri	May 20, 1903	May 20, 1903	2,500 00
Interpreter	Gustave Simonson	Jan. 1, 1909	Jan. 1, 1909	2,500 00
Interpreter	Peter R. Scarpa	Feb. 16, 1909	Feb. 16, 1909	2,500 00
Stenographer	H. Ernest Anstie	Dec. 12, 1910	Dec. 12, 1910	3,000 00
Stenographer	Nathan Behrin	April 15, 1912	April 15, 1912	3,000 00
Stenographer	B. Sterling Bottome	Nov. 1, 1907	Nov. 1, 1907	3,000 00
Stenographer	Willard B. Bottome	April 17, 1905	April 17, 1905	3,000 00
Stenographer	Clifton B. Bull	Jan. 1, 1896	Jan. 1, 1896	3,000 00
Stenographer	Eugene J. Curtis	Jan. 1, 1907	Jan. 1, 1907	3,000 00
Stenographer	Henry L. Davis	Dec. 11, 1905	Oct. 3, 1906	3,000 00
Stenographer	Ernest B. Elson	Nov. 1, 1912	Nov. 1, 1912	3,000 00
Stenographer	Frederick T. Harris	Jan. 1, 1909	Jan. 1, 1909	3,000 00

SUPREME COURT, FIRST DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Stenographer	Richard F. July	Dec. 1, 1901	Dec. 1, 1901	$3,000 00
Stenographer	James E. Keese	Jan. 1, 1907	Jan. 1, 1907	3,000 00
Stenographer	Benjamin F. Keinard	April 16, 1909	April 16, 1909	3,000 00
Stenographer	George Kemp	Nov. 21, 1911	Nov. 21, 1911	3,000 00
Stenographer	Peter J. Laughlin	Jan. 1, 1896	Jan. 1, 1896	3,000 00
Stenographer	John P. Martin	Jan. 1, 1896	Jan. 1, 1896	3,000 00
Stenographer	Charles A. Morrison	Feb. 1, 1898	Feb. 1, 1898	3,000 00
Stenographer	Bartholomew Moynahan	Jan. 1, 1896	Jan. 1, 1896	3,000 00
Stenographer	Charles J. O'Callaghan	July 1, 1900	July 1, 1900	3,000 00
Stenographer	Roy L. Randall	Jan. 1, 1909	Jan. 1, 1909	3,000 00
Stenographer	Edwin N. Robbins	Jan. 1, 1896	Jan. 1, 1896	3,000 00
Stenographer	James A. Russell	Jan. 1, 1911	Jan. 1, 1911	3,000 00
Stenographer	Richard W. Ryan	April 16, 1901	April 16, 1901	3,000 00
Stenographer	Edwin J. Shalvey	Jan. 1, 1896	Jan. 1, 1896	3,000 00
Stenographer	Philip B. Sheridan	Jan. 1, 1907	Jan. 1, 1907	3,000 00
Stenographer	John Standfast	Jan. 1, 1896	Jan. 1, 1896	3,000 00
Stenographer	Harry S. Van Demark	Nov. 16, 1903	Nov. 16, 1903	3,000 00
Stenographer	Harry W. Wood	Jan. 1, 1907	Jan. 1, 1907	3,000 00
Attendant	Joseph F. Blackgrove	Mar. 1, 1902	Mar. 1, 1902	1,800 00
Attendant	Jacob Blumenthal	Nov. 6, 1893	Dec. 1, 1901	1,800 00
Attendant	Thomas Brennan	April 1, 1888	April 1, 1888	1,800 00
Attendant	Robert J. Browne	Feb. 15, 1896	Feb. 15, 1896	1,800 00
Attendant	Michael L. Burke	Jan. 25, 1894	Jan. 25, 1894	1,800 00
Attendant	William J. Butler	Jan. 1, 1913	Jan. 1, 1913	1,800 00
Attendant	William Byrne	May 1, 1889	April 1, 1905	1,800 00
Attendant	James M. Cannon	Nov. 1, 1904	June 1, 1909	1,800 00
Attendant	John J. Carroll	Jan. 1, 1898	Dec. 1, 1909	1,800 00
Attendant	Richard Couch	Jan. 1, 1898	Feb. 6, 1903	1,800 00

Attendant	Thomas F. Cummiskey	Jan. 1, 1907	Jan. 1, 1907	1,800 00
Attendant	Thomas Daly	Feb. 1, 1892	Jan. 1, 1904	1,800 00
Attendant	John J. Dillon	Jan. 21, 1907	Jan. 21, 1907	1,800 00
Attendant	John J. Doyle	Jan. 2, 1896	Jan. 2, 1896	1,800 00
Attendant	Henry W. Eilperin	April 14, 1909	April 14, 1909	1,800 00
Attendant	Michael B. Fitzpatrick	Oct. 24, 1900	Oct. 24, 1900	1,800 00
Attendant	John F. Flynn	Jan. 1, 1913	Jan. 1, 1913	1,800 00
Attendant	Joseph Frewen	Mar. 7, 1902	Oct. 7, 1910	1,800 00
Attendant	Benjamin Friedman	Jan. 1, 1913	Jan. 1, 1913	1,800 00
Attendant	Charles J. Geiger	Dec. 1, 1906	Dec. 1, 1906	1,800 00
Attendant	John E. Gleason	Dec. 8, 1904	April 3, 1911	1,800 00
Attendant	Charles A. Grant	Feb. 1, 1908	June 16, 1909	1,800 00
Attendant	Frank J. Gurrin	Jan. 1, 1898	June 1, 1910	1,800 00
Attendant	Michael F. Healy	May 1, 1906	May 10, 1910	1,800 00
Attendant	Max Hellinger	Jan. 1, 1913	Jan. 1, 1913	1,800 00
Attendant	Theodore J. Henry	June 1, 1875	June 1, 1875	1,800 00
Attendant	Henry B. Henze	Jan. 14, 1896	Jan. 14, 1896	1,800 00
Attendant	Edward F. Horan	Jan. 1, 1913	Jan. 1, 1913	1,800 00
Attendant	James B. Kavanaugh	Jan. 1, 1898	July 1, 1902	1,800 00
Attendant	Thomas E. Kearney	Jan. 1, 1895	Jan. 1, 1907	1,800 00
Attendant	Redmond Keating	Nov. 3, 1894	Nov. 3, 1894	1,800 00
Attendant	Daniel J. Kelly	May 24, 1894	Jan. 1, 1907	1,800 00
Attendant	Denis A. Kelly	June 1, 1908	May 11, 1909	1,800 00
Attendant	George Kelly	June 15, 1900	April 15, 1910	1,800 00
Attendant	John Kelly	Sept. 15, 1907	Jan. 1, 1913	1,800 00
Attendant	Edward Kenny	Aug. 10, 1888	Mar. 1, 1902	1,800 00
Attendant	Charles Knight	April 23, 1897	April 23, 1897	1,800 00
Attendant	Cornelius Leary	Jan. 1, 1898	Feb. 16, 1906	1,800 00
Attendant	James W. Ledwith	Jan. 1, 1896	Jan. 1, 1896	1,800 00
Attendant	John J. McCarthy	June 25, 1889	June 25, 1889	1,800 00
Attendant	Thomas D. McCarthy	Jan. 1, 1908	Jan. 1, 1913	1,800 00
Attendant	Alex. J. McConnell	Oct. 31, 1894	Oct. 31, 1894	1,800 00
Attendant	John J. McDermott	June 1, 1892	June 1, 1892	1,800 00
Attendant	William J. McLaren	Jan. 21, 1907	Jan. 21, 1907	1,800 00
Attendant	James R. McLaughlin	Jan. 1, 1913	Jan. 1, 1913	1,800 00
Attendant	Richard McLaughlin	Jan. 7, 1901	Jan. 7, 1901	1,800 00
Attendant	John J. Mackin	Feb. 14, 1898	Mar. 1, 1901	1,800 00

SUPREME COURT, FIRST DISTRICT — (*concluded*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*concluded*)			
Attendant	William S. Marrin	Jan. 21, 1907	Jan. 21, 1907	$1,800 00
Attendant	Garrett J. Moore	Jan. 1, 1907	Jan. 1, 1907	1,800 00
Attendant	John Murphy	Dec. 31, 1895	Dec. 31, 1895	1,800 00
Attendant	George W. Nash	June 10, 1884	June 10, 1884	1,800 00
Attendant	William H. O'Brien	Oct. 1, 1898	June 1, 1910	1,800 00
Attendant	Daniel J. O'Sullivan	Jan. 1, 1913	Jan. 1, 1913	1,800 00
Attendant	Thomas F. Powers	Jan. 1, 1913	Jan. 1, 1913	1,800 00
Attendant	Adam Pregenzer	Jan. 21, 1907	Jan. 21, 1907	1,800 00
Attendant	Rudolf Proll	Jan. 14, 1896	Jan. 14, 1896	1,800 00
Attendant	Edward C. Quigg	April 22, 1907	June 1, 1909	1,800 00
Attendant	Thomas J. Quinn	Jan. 1, 1907	Jan. 1, 1907	1,800 00
Attendant	John F. Reilly	Jan. 10, 1891	Jan. 10, 1891	1,800 00
Attendant	John G. Roesch	Nov. 22, 1890	Nov. 22, 1890	1,800 00
Attendant	John Rottkamp	Dec. 7, 1892	Dec. 7, 1892	1,800 00
Attendant	Samuel Schuer	May 1, 1896	May 1, 1896	1,800 00
Attendant	Peter Seaman	Jan. 1, 1879	Nov. 1, 1912	1,800 00
Attendant	James H. Scott	Jan. 2, 1896	Jan. 2, 1896	1,800 00
Attendant	Daniel A. Sheehan	Nov. 17, 1891	Nov. 17, 1891	1,800 00
Attendant	Franklin J. Sheridan	Jan. 20, 1904	June 1, 1909	1,800 00
Attendant	Thomas Shiels	Jan. 1, 1902	Jan. 1, 1902	1,800 00
Attendant	Joseph Spielberg	Jan. 1, 1913	Jan. 1, 1913	1,800 00
Attendant	Albert Stern	Jan. 14, 1896	Jan. 14, 1896	1,800 00
Attendant	Charles J. Stewart	Jan. 22, 1906	Mar. 9, 1910	1,800 00
Attendant	Morris Streicher	Jan. 1, 1907	Jan. 1, 1907	1,800 00
Attendant	Thomas Sweeney	Feb. 18, 1868	Feb. 18, 1868	1,800 00
Attendant	William H. Tisdale	Jan. 2, 1896	Jan. 2, 1896	1,800 00
Attendant	Henry Trott	May 15, 1888	Jan. 1, 1907	1,800 00
Attendant	William Turk	Jan. 1, 1907	Jan. 1, 1907	1,800 00

Attendant	Michael J. Walsh	Dec. 2, 1889	Feb. 1, 1903	1,800 00
Attendant	Philip V. Walsh	Jan. 1, 1898	Jan. 21, 1907	1,800 00
Attendant	John C. Ward	Jan. 1, 1907	Jan. 1, 1907	1,800 00
Attendant	Charles L. Wendel	Jan. 1, 1913	Jan. 1, 1913	1,800 00
Attendant	Justus N. Williams	Jan. 9, 1912	Jan. 9, 1912	1,800 00

SUPREME COURT, SECOND DISTRICT

UNCLASSIFIED SERVICE

Justice	Samuel T. Maddox	Jan. 1, 1897	Jan. 1, 1897	10,000 00
Justice	Garret J. Garretson	Jan. 1, 1897	Jan. 1, 1897	17,500 00
Justice	William J. Kelly	Jan. 1, 1904	Jan. 1, 1904	10,000 00
Justice	Walter H. Jaycox	April 20, 1906	April 20, 1906	17,500 00
Justice	Joseph Aspinall	Jan. 1, 1907	Jan. 1, 1907	10,000 00
Justice	Frederick E. Crane	Jan. 1, 1907	Jan. 1, 1907	10,000 00
Justice	Lester W. Clark	Jan. 1, 1907	Jan. 1, 1907	17,500 00
Justice	Townsend Scudder	Jan. 1, 1907	Jan. 1, 1907	17,500 00
Justice	Abel E. Blackmar	Jan. 14, 1908	Jan. 14, 1908	10,000 00
Justice	Luke D. Stapleton	Jan. 1, 1909	Jan. 1, 1909	10,000 00
Justice	Harrington Putnam	Nov. 19, 1909	Nov. 19, 1909	10,000 00
Justice	Isaac M. Kapper	Jan. 1, 1910	Jan. 1, 1910	10,000 00
Justice	Charles H. Kelby	Jan. 1, 1912	Jan. 1, 1912	10,000 00
Justice	Russell Benedict	Jan. 1, 1912	Jan. 1, 1912	10,000 00
Justice	James C. Van Siclen	Jan. 1, 1912	Jan. 1, 1912	10,000 00
Justice	David F. Manning	Jan. 1, 1913	Jan. 1, 1913	10,000 00

EXEMPT CLASS

General clerk	James F. McGee	Mar. 1, 1893	Jan. 9, 1904	5,000 00
Clerk to Justice Maddox	Stephen Schaeffner	Jan. 19, 1911	Jan. 19, 1911	2,750 00
Clerk to Justice Garretson	John J. Mulligan	Jan. 1, 1897	Jan. 1, 1897	2,750 00
Clerk to Justice Kelly	Austin O. Sherwood	Jan. 1, 1904	Jan. 1, 1904	2,750 00
Clerk to Justice Jaycox	Joseph T. Losee	Jan. 1, 1907	Jan. 1, 1907	2,750 00
Clerk to Justice Aspinall	Morrison Mott	Jan. 1, 1907	Jan. 1, 1907	2,750 00
Clerk to Justice Crane	Richard J. Kent	Jan. 1, 1907	Jan. 1, 1907	2,750 00
Clerk to Justice Clark	Charles E. Gostenhofer	Oct. 1, 1912	Oct. 1, 1912	2,750 00
Clerk to Justice Scudder	Charles J. Osborn	Jan. 2, 1907	Jan. 2, 1907	2,750 00
Clerk to Justice Blackmar	Lucius E. Judson	Jan. 14, 1908	Jan. 14, 1908	2,750 00

SUPREME COURT, SECOND DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS — (*continued*)			
Clerk to Justice Stapleton	Lawrence C. Fish	Mar. 18, 1903	Mar. 18, 1908	$2,750 00
Clerk to Justice Putnam	Harry S. Sullivan	May 20, 1912	May 20, 1912	2,750 00
Clerk to Justice Kapper	Christopher J. Dalton	Jan. 1, 1910	Jan. 1, 1910	2,750 00
Clerk to Justice Benedict	George I. Wooley	Jan. 1, 1912	Jan. 1, 1912	2,750 00
Clerk to Justice Kelby	Edmund F. Harding	Jan. 1, 1912	Jan. 1, 1912	2,750 00
Clerk to Justice Van Siclen	Henry C. Frey	Jan. 1, 1912	Jan. 1, 1912	2,750 00
Clerk to Justice Manning	Edgar W. Shaw	Jan. 1, 1913	Jan. 1, 1913	2,750 00
Confidential typewriter operator	Minetta C. Reichart	June 1, 1909	June 1, 1909	1,500 00
	COMPETITIVE CLASS			
Assistant general clerk	John J. McQuade	Mar. 20, 1899	Jan. 1, 1911	3,500 00
Calendar clerk	Harry M. Burtis	Jan. 1, 1907	Jan. 1, 1913	3,500 00
Assistant calendar clerk	William P. Griffith	May 16, 1907	Nov. 1, 1911	2,500 00
Special deputy clerk	Frank J. Lynch	April 1, 1907	Mar. 1, 1912	2,000 00
Clerk	William P. Leggett	Jan. 2, 1896	Jan. 2, 1896	4,000 00
Clerk	George C. Manning	Mar. 20, 1899	June 1, 1905	3,500 00
Clerk	Frederick H. Barre	Mar. 20, 1899	Feb. 1, 1907	3,500 00
Clerk	Frank L. Chadwick	Mar. 20, 1899	Jan. 1, 1907	3,500 00
Clerk	Lorenzo J. Farrell	Jan. 2, 1896	April 22, 1899	3,000 00
Clerk	Robert Merchant	May 1, 1878	May 1, 1878	3,000 00
Clerk	E. Stillman Doubleday	July 1, 1894	April 1, 1897	3,000 00
Clerk	Albert J. Buttling	July 1, 1901	June 1, 1905	3,000 00
Clerk	Frank M. Rooney	Mar. 20, 1899	June 1, 1905	3,000 00
Clerk	George McHenry	Jan. 1, 1903	Mar. 1, 1906	3,000 00
Clerk	James McMullan	Mar. 20, 1899	June 1, 1905	3,000 00
Clerk	Richard E. Jackson	Mar. 20, 1899	June 1, 1905	3,000 00
Clerk	John J. O'Connell	June 4, 1896	April 1, 1908	3,000 00
Clerk	Charles G. Hall	April 22, 1899	May 3, 1905	3,000 00

Clerk	Louis A. Cohn	Jan. 1, 1903	April 1, 1908	3,000 00
Clerk	Timothy S. Casey	June 6, 1898	April 1, 1908	2,500 00
Assistant clerk	Augustus W. Nicoll	Jan. 1, 1904	April 1, 1908	2,000 00
Assistant clerk	George D. Van Hoesen	June 1, 1905	April 1, 1908	2,000 00
Assistant clerk	Henry A. Cozzens	May 16, 1907	Dec. 20, 1910	2,000 00
Assistant clerk	John Brosnan	June 1, 1905	Dec. 8, 1911	2,000 00
Assistant clerk	Thomas E. Holt	May 16, 1907	Dec. 8, 1911	2,000 00
Assistant clerk	Isaac Wood	Jan. 1, 1907	Dec. 8, 1911	2,000 00
Assistant clerk	Joseph Gilbert	Jan. 1, 1907	Dec. 8, 1911	2,000 00
Assistant clerk	Sylvester J. Tormey	Jan. 1, 1907	Dec. 8, 1911	2,000 00
Assistant clerk	William S. Gibbs	Feb. 1, 1907	Dec. 15, 1911	2,000 00
Assistant clerk	George M. Conrady	Jan. 1, 1907	Dec. 15, 1911	2,000 00
Assistant clerk	Lorenzo H. Washburn	Jan. 1, 1907	Dec. 15, 1911	2,000 00
Assistant clerk	John J. Rush	Feb. 1, 1907	Dec. 15, 1911	2,000 00
Assistant clerk	Andrew J. Higgins	Jan. 1, 1907	Dec. 15, 1911	2,000 00
Assistant clerk	William Roesch	Jan. 1, 1907	Dec. 15, 1911	2,000 00
Assistant clerk	Daniel S. Murphy	Jan. 1, 1907	Dec. 15, 1911	2,000 00
Stenographer	Watt L. Ormsby	June 1, 1884	June 1, 1884	3,600 00
Stenographer	John B. Carey	Oct. 1, 1879	Oct. 1, 1879	3,600 00
Stenographer	Harvey Husted	Dec. 18, 1900	Dec. 18, 1900	3,600 00
Stenographer	Charles H. Requa	Sept. 1, 1870	Sept. 1, 1870	3,600 00
Stenographer	John E. Norcross	Dec. 1, 1870	Dec. 1, 1870	3,600 00
Stenographer	William P. Cherry	Dec. 7, 1896	Dec. 7, 1896	3,600 00
Stenographer	Frederick Meakin	June 1, 1905	June 1, 1905	3,600 00
Stenographer	Frank Rawlings	June 1, 1905	June 1, 1905	3,600 00
Stenographer	Michael J. Cronin	Oct. 12, 1905	Oct. 12, 1905	3,600 00
Stenographer	Charles F. H. Pagan	Feb. 21, 1907	Feb. 21, 1907	3,600 00
Stenographer	Clarence J. Tobin	Mar. 5, 1907	Mar. 5, 1907	3,600 00
Stenographer	Charles J. Joyce	Feb. 1, 1896	April 15, 1907	3,600 00
Stenographer	John Happel	Oct. 1, 1907	Oct. 1, 1907	3,000 00
Stenographer	Frank Gardiner	June 1, 1907	June 1, 1907	3,000 00
Stenographer	Frank P. Curtin	Mar. 4, 1907	Mar. 4, 1907	3,000 00
Stenographer	John L. Webb	April 1, 1907	Mar. 1, 1910	3,000 00
Stenographer	A. George Maul	Jan. 1, 1912	Jan. 1, 1912	3,000 00
Stenographer	John S. Laughlin	Nov. 18, 1907	Nov. 18, 1907	$10 per day
Chief interpreter	Frank Mann	Dec. 12, 1889	April 1, 1899	$2,500 00
Hebrew interpreter	Baruch Miller	June 1, 1895	June 1, 1895	2,500 00

SUPREME COURT, SECOND DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Italian interpreter	Vincent D'Agrosa	Jan. 15, 1898	Jan. 15, 1898	$2,500 00
German interpreter	John Lederhilger	Nov. 1, 1907	Nov. 1, 1907	2,500 00
Slavonic interpreter	Bernard Wolff	Jan. 1, 1897	July 1, 1907	2,500 00
Scandinavian interpreter	John Jacobson	June 1, 1895	June 1, 1895	1,500 00
Chief attendant	Thomas Shevlin	Jan. 2, 1896	July 1, 1900	3,000 00
Attendant	William P. Dillon	Nov. 1, 1881	June 1, 1901	1,800 00
Attendant	Hugh B. O'Connor	Feb. 1, 1890	Jan. 1, 1901	1,800 00
Attendant	James Donovan	Jan. 2, 1896	Jan. 1, 1901	1,800 00
Attendant	John G. Soden	July 1, 1901	July 1, 1901	1,800 00
Attendant	James Flaherty	Jan. 2, 1896	Jan. 1, 1901	1,800 00
Attendant	Nicholas Doyle	Jan. 2, 1896	Jan. 1, 1901	1,800 00
Attendant	Edward Bell	Oct. 16, 1891	Jan. 1, 1901	1,800 00
Attendant	Edward W. Grant	Jan. 2, 1896	Jan. 1, 1901	1,800 00
Attendant	Philip A. Bird	Jan. 1, 1907	Jan. 1, 1907	1,800 00
Attendant	Frederick E. Haskins	Jan. 1, 1907	Jan. 1, 1907	1,800 00
Attendant	William W. Sargent	Jan. 1, 1907	Jan. 1, 1907	1,800 00
Attendant	Edward S. Wilson	Jan. 1, 1907	Jan. 1, 1907	1,800 00
Attendant	William H. Hatch	Jan. 1, 1907	Jan. 1, 1907	1,800 00
Attendant	James S. Feeney	Jan. 1, 1907	Jan. 1, 1907	1,800 00
Attendant	Thomas J. White	Feb. 1, 1907	Feb. 1, 1907	1,800 00
Attendant	John McMullan	Feb. 1, 1907	Feb. 1, 1907	1,800 00
Attendant	Bert E. Odell	Oct. 1, 1909	Oct. 1, 1909	1,800 00
Attendant	Christian J. Bode	Oct. 1, 1909	Oct. 1, 1909	1,800 00
Attendant	Nathan M. Brown	Oct. 1, 1909	Oct. 1, 1909	1,800 00
Attendant	Walter S. A. McGuire	Oct. 1, 1909	Oct. 1, 1909	1,800 00
Attendant	William A. Wallace	Oct. 1, 1909	Oct. 1, 1909	1,800 00
Attendant	John J. McBride	Oct. 1, 1909	Oct. 1, 1909	1,800 00
Attendant	Edmund J. Pickup	Oct. 1, 1909	Oct. 1, 1909	1,800 00

Attendant	John T. Kelly	May 17, 1902	April 1, 1911	1,800 00
Attendant	Stephen S. Feehan	May 15, 1911	May 15, 1911	1,800 00
Attendant	Joseph Flattery	May 15, 1911	May 15, 1911	1,800 00
Attendant	William J. Coyle	Jan. 1, 1911	Jan. 1, 1911	1,800 00
Attendant	George J. Whalen	Jan. 1, 1911	Jan. 1, 1911	1,800 00
Attendant	August Von Glahn	Jan. 1, 1911	Jan. 1, 1911	1,800 00
Attendant	Charles Wills	Jan. 1, 1911	Jan. 1, 1911	1,800 00
Attendant	John McElraevy	Mar. 11, 1912	Mar. 11, 1912	1,800 00
Attendant	John P. O'Brien	Mar. 11, 1912	Mar. 11, 1912	1,800 00
Attendant	Charles A. Schueller	Oct. 1, 1909	Oct. 1, 1909	1,500 00
Attendant	George McLeod	Mar. 11, 1912	Mar. 11, 1912	1,500 00
Attendant	Leon N. Salmon	Mar. 11, 1912	Mar. 11, 1912	1,500 00
Attendant	Thomas Devine	Mar. 11, 1912	Mar. 11, 1912	1,500 00
Attendant	Charles H. McAuley	Mar. 11, 1912	Mar. 11, 1912	1,500 00
Attendant	James P. Boyle	Nov. 1, 1912	Nov. 1, 1912	1,500 00
Attendant	John J. Flaherty	Nov. 1, 1912	Nov. 1, 1912	1,500 00
Attendant	Albert J. Hendrichs	Nov. 1, 1912	Nov. 1, 1912	1,500 00
Attendant	Edward R. Parris	Nov. 1, 1912	Nov. 1, 1912	1,500 00
Attendant	Charles J. Ledwith	Nov. 1, 1912	Nov. 1, 1912	1,500 00
Attendant	William H. Murphy	Nov. 1, 1912	Nov. 1, 1912	1,500 00
Attendant	James F. McGrath	Nov. 1, 1912	Nov. 1, 1912	1,500 00
Attendant	William P. Dunn	Nov. 1, 1912	Nov. 1, 1912	1,500 00
Attendant	William F. Masterson	Jan. 1, 1913	Jan. 1, 1913	1,500 00
Attendant	John J. Dunn	Mar. 15, 1912	Mar. 15, 1912	1,200 00

SUPREME COURT, THIRD DISTRICT

Unclassified Service

Justice	William P. Rudd	Jan. 1, 1911	Jan. 1, 1911	10,000 00
Justice	Alden Chester	Jan. 1, 1896	Jan. 1, 1896	10,000 00
Justice	Aaron V. S. Cochrane	Jan. 1, 1902	Jan. 1, 1902	10,000 00
Justice	Gilbert D. B. Hasbrouck	Jan. 1, 1913	Jan. 1, 1913	10,000 00

Exempt Class

Clerk to Justice Chester	Louis F. O'Neill	Jan. 1, 1896	Jan. 1, 1896	1,800 00
Stenographer to Justice Rudd	Lottie Prior	Mar. 5, 1912	Mar. 5, 1912	1,800 00

SUPREME COURT, THIRD DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS — (*continued*)			
Stenographer to Justice Hasbrouck	Raymond Smith	Jan. 1, 1913	Jan. 1, 1913	$1,800 00
Stenographer to Justice Cochrane	Anna J. Lamesure	Jan. 1, 1906	Jan. 1, 1906	1,200 00
	COMPETITIVE CLASS			
Stenographer	Spencer C. Rodgers	June 27, 1882	June 27, 1882	3,000 00
Stenographer	James M. Ruso	June 27, 1882	June 27, 1882	3,000 00
Stenographer	John E. Kelly	Dec. 1, 1891	Dec. 1, 1891	3,000 00
Stenographer	George A. Murray	Mar. 28, 1904	Mar. 28, 1904	3,000 00
Stenographer				

SUPREME COURT, FOURTH DISTRICT

	UNCLASSIFIED SERVICE			
Justice	Henry T. Kellogg	Jan. 1, 1904	Jan, 1, 1904	10,000 00
Justice	C. C. Van Kirk	Jan. 1, 1906	Jan. 1, 1906	10,000 00
Justice	Edward C. Whitmyer	Jan. 1, 1912	Jan. 1, 1912	10,000 00
	EXEMPT CLASS			
Stenographer to Justice Van Kirk	C. F. King	Jan. 1, 1906	Jan. 1, 1906	1,800 00
Stenographer to Justice Whitmyer	Henry C. McLean	Jan. 1, 1912	Jan. 1, 1912	1,800 00
Stenographer to Justice Kellogg	Anna McK. Halligan	Oct. 26, 1911	Oct. 26, 1911	1,800 00
	COMPETITIVE CLASS			
Stenographer	Robert R. Law	June 14, 1888	June 14, 1888	3,000 00
Stenographer	James Thompson	Feb. 5, 1881	Feb. 5, 1881	3,000 00
Stenographer	Karl F. Colson	Sept. 1, 1908	Sept. 1, 1908	3,000 00

SUPREME COURT, FIFTH DISTRICT

UNCLASSIFIED SERVICE

Justice	William S. Andrews	Jan. 1, 1900	Jan. 1, 1900	10,000 00
Justice	Irving R. Devendorf	Jan. 1, 1906	Jan. 1, 1906	10,000 00
Justice	P. C. J. DeAngelis	Jan. 1, 1907	Jan. 1, 1907	10,000 00
Justice	Edgar S. K. Merrell	Jan. 1, 1910	Jan. 1, 1910	10,000 00
Justice	Edgar C. Emerson	Jan. 1, 1907	Jan. 1, 1907	10,000 00
Justice	Irving G. Hubbs	Jan. 1, 1912	Jan. 1, 1912	10,000 00

EXEMPT CLASS

Confidential clerk to Justice Andrews	W. D. Newell	July 26, 1896	Mar. 27, 1900	1,800 00
Confidential clerk to Justice Devendorf	Ward W. Helligas	Jan. 1, 1906	Jan. 1, 1906	1,800 00
Confidential clerk to Justice Merrell	George S. Reed	Jan. 1, 1910	Jan. 1, 1910	1,800 00
Confidential clerk to Justice De Angelis	Isabel W. G. Reed	Oct. 2, 1911	Oct. 2, 1911	1,800 00
Confidential clerk to Justice Hubbs	Edward H. Bennett	Jan. 1, 1912	Jan. 1, 1912	1,800 00
Confidential clerk to Justice Emerson	Pauline M. Brown	Jan. 1, 1912	Jan. 1, 1912	1,800 00

COMPETITIVE CLASS

Stenographer	Charles F. Earle	June 24, 1884	June 24, 1884	3,000 00
Stenographer	Henry R. Carrier	May 30, 1896	July 1, 1897	3,000 00
Stenographer	A. L. Woodward	June 24, 1884	June 24, 1884	3,000 00
Stenographer	Fred J. Morgan	June 24, 1884	June 24, 1884	3,000 00
Stenographer	John C. Uhlein	Sept. 1, 1903	Sept. 1, 1903	3,000 00

SUPREME COURT, SIXTH DISTRICT

UNCLASSIFIED SERVICE

Justice	Albert F. Gladding	Jan. 1, 1907	Jan. 1, 1907	10,000 00
Justice	Michael H. Kiley	Jan. 1, 1913	Jan. 1, 1913	10,000 00
Justice	Albert H. Sewell	Sept. 1, 1899	Sept. 1, 1899	10,000 00

EXEMPT CLASS

Confidential clerk to Justice Gladding	Gertrude Gladding	Nov. 1, 1909	Nov. 1, 1909	1,200 00
Confidential clerk to Justice Kiley	Herbert N. Sterling	Jan. 1, 1913	Jan. 1, 1913	1,200 00
Confidential clerk to Justice Sewell	L. E. Sewell	Mar. 10, 1902	Mar. 10, 1902	1,200 00

SUPREME COURT, SIXTH DISTRICT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS			
Stenographer	Henry L. Beach	Dec. 21, 1886	Dec. 21, 1886	$3,000 00
Stenographer	John B. Murray	Aug. 1, 1882	Aug. 1, 1882	3,000 00
Stenographer	Theodore C. Rose	Aug. 1, 1882	Aug. 1, 1882	3,000 00

SUPREME COURT, SEVENTH DISTRICT

	UNCLASSIFIED SERVICE			
Justice	Adelbert P. Rich	Jan. 1, 1901	Jan. 1, 1901	10,000 00
Justice	Arthur E. Sutherland	Jan. 1, 1906	Jan. 1, 1906	10,000 00
Justice	William W. Clark	Jan. 1, 1907	Jan. 1, 1907	10,000 00
Justice	S. Nelson Sawyer	Jan. 1, 1908	Jan. 1, 1908	10,000 00
Justice	George A. Benton	Jan. 1, 1907	Jan. 1, 1907	10,000 00
	EXEMPT CLASS			
Confidential clerk to Justice Rich	Lavern A. Pierce	Oct. 1, 1909	Oct. 1, 1909	2,500 00
Confidential clerk to Justice Sutherland	Anna E. Shannon	Jan. 1, 1906	Jan. 1, 1906	1,200 00
Confidential clerk to Justice Clark	Emma P. Beals	Mar. 21, 1906	Mar. 21, 1906	1,200 00
Confidential clerk to Justice Sawyer	Isabel A. Sawyer	Nov. 1, 1908	Nov. 1, 1908	1,200 00
Confidential clerk to Justice Benton	Ursula M. O'Grady	Jan. 1, 1907	Jan. 1, 1907	1,200 00
	COMPETITIVE CLASS			
Stenographer	Thomas R. Griffith	Mar. —, 1887	Mar. —, 1887	3,000 00
Stenographer	William W. Osgoodby	May 29, 1871	May 29, 1871	3,000 00
Stenographer	Herbert C. Soule	Dec. 31, 1896	Dec. 31, 1896	3,000 00
Stenographer	Irving C. Hutchins	Jan. 1, 1893	Jan. 1, 1893	3,000 00
Stenographer	George W. Munson	Sept. 1, 1899	April 1, 1907	3,000 00

SUPREME COURT, EIGHTH DISTRICT

Unclassified Service

Justice	Warren B. Hooker	Jan. 1, 1900	Jan. 1, 1900	10,000 00
Justice	Louis W. Marcus	Jan. 1, 1904	Jan. 1, 1907	10,000 00
Justice	Cuthbert W. Pound	Jan. 1, 1904	Jan. 1, 1907	10,000 00
Justice	Charles B. Wheeler	Jan. 1, 1904	Jan. 1, 1907	10,000 00
Justice	Charles H. Brown	Jan. 1, 1907	Jan. 1, 1907	10,000 00
Justice	Edward K. Emery	Jan. 1, 1907	Jan. 1, 1907	10,000 00
Justice	Charles A. Pooley	Jan. 1, 1911	Jan. 1, 1911	10,000 00
Justice	Herbert P. Bissell	Jan. 1, 1913	Jan. 1, 1913	10,000 00

Exempt Class

Confidential clerk to Justice Pooley	Layton H. Vogel	Jan. 3, 1911	Jan. 3, 1911	1,200 00
Confidential clerk to Justice Hooker	Edna A. Hooker	Oct. 1, 1909	Oct. 1, 1909	1,200 00
Confidential clerk to Justice Pound	Donald S. Moore	Nov. 9, 1906	Nov. 9, 1906	1,200 00
Confidential clerk to Justice Wheeler	Nelson S. Hallett	Oct. 15, 1908	Oct. 15, 1908	1,800 00
Confidential clerk to Justice Brown	Eldyn Reynolds	Jan. 1, 1907	Jan. 1, 1907	1,200 00
Attendant and telephone operator	Mrs. M. I. Green	May 1, 1908	May 1, 1908	1,300 00

Competitive Class

Stenographer	Frank T. Haggerty	Jan. 1, 1896	Oct. 1, 1908	3,000 00
Stenographer	Mark F. Bensley	Jan. 3, 1896	Jan. 3, 1896	3,000 00
Stenographer	Irving F. Cragin	Jan. 3, 1896	Jan. 3, 1896	3,000 00
Stenographer	Henry F. Glisan	Jan. 3, 1896	Jan. 3, 1896	3,000 00
Stenographer	Richard W. Walsh	Jan. 14, 1897	Jan. 14, 1897	3,000 00
Stenographer	George H. Thornton	Jan. 3, 1896	Jan. 3, 1896	3,000 00
Stenographer	Charles H. Bailey	Jan. 3, 1896	Jan. 3, 1896	3,000 00
Stenographer	John J. Sly	Dec. 1, 1912	Dec. 1, 1912	3,000 00
Stenographer	George A. Bailey	Dec. 1, 1912	Dec. 1, 1912	3,000 00
Stenographer	Angus B. Weaver	Dec. 1, 1912	Dec. 1, 1912	3,000 00
Chief crier	Frank W. Hess	Jan. 3, 1896	Mar. 1, 1912	1,800 00
Crier	Levi Vallier	Jan. 3, 1896	Jan. 3, 1896	1,500 00
Crier	Warren A. Woodson	Oct. 1, 1907	Oct. 1, 1907	1,500 00
Crier	William N. Carlton	Jan. 3, 1893	Sept. 1, 1910	1,500 00
Crier	Porter A. Bird	Jan. 8, 1896	Jan. 1, 1913	1,500 00
Officer	John Devine	Jan. 6, 1896	April 1, 1900	1,500 00

SUPREME COURT, NINTH DISTRICT

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE			
Justice	Isaac N. Mills	Jan. 1, 1907	Jan. 1, 1907	$17,500 00
Justice	Arthur S. Tompkins	Jan. 1, 1907	Jan. 1, 1907	17,500 00
Justice	Joseph Morschauser	Jan. 1, 1907	Jan. 1, 1907	17,500 00
Justice	Martin J. Keogh	Jan. 1, 1910	Jan. 1, 1910	17,500 00
	EXEMPT CLASS			
Confidential clerk to Justice Mills	H. Drummond Brown	Jan. 1, 1907	Jan. 1, 1907	2,500 00
Confidential clerk to Justice Tompkins	Arthur Watson	Feb. 1, 1912	Feb. 1, 1912	2,500 00
Confidential clerk to Justice Morschauser	Frank G. Cunley	July 2, 1907	July 2, 1907	2,500 00
Oonfidential clerk to Justice Keogh	Helen J. Nolan	Jan. 1, 1910	Jan. 1, 1910	2,500 00
	COMPETITIVE CLASS			
Stenographer	Chester A. Smith	June 29, 1907	June 29, 1907	3,000 00

SUPREME COURT — APPELLATE DIVISION, FIRST DEPARTMENT

	UNCLASSIFIED SERVICE			
Justice (Presiding)	George L. Ingraham	Jan. 1, 1891	Jan. 1, 1891	10,000 00
Justice	Victor J. Dowling	Jan. 1, 1905	Jan. 1, 1905	10,000 00
Justice	Chester B. McLaughlin	Jan. 1, 1896	Jan. 1, 1896	10,000 00
Justice	Frank C. Laughlin	Jan. 1, 1896	Jan. 1, 1896	10,000 00
Justice	John P. Clarke	Jan. 1, 1901	Jan. 1, 1901	10,000 00
Justice	Nathan L. Miller	Nov. 12, 1903	Nov. 12, 1903	10,000 00
Justice	Francis M. Scott	Jan. 1, 1898	Jan. 1, 1898	10,000 00
	EXEMPT CLASS			
Clerk	Alfred Wagstaff	Jan. 1, 1896	Jan. 1, 1896	6,000 00
Confidential clerk	Stanley H. Bevins	Jan. 1, 1899	Oct. 1, 1904	4,000 00

Librarian	George T. Campbell	Feb. 4, 1910	Feb. 4, 1910	4,000 00
Confidential clerk to Justice Ingraham	Samuel D. Davis	Dec. 31, 1895	Dec. 31, 1895	2,500 00
Confidential clerk to Justice Dowling	Eugene E. Ford	Jan. 1, 1905	Jan. 1, 1905	2,500 00
Confidential clerk to Justice McLaughlin	Helen B. Jackson	Mar. 1, 1906	Mar. 1, 1906	2,500 00
Confidential clerk to Justice Clarke	William O. Hubbard	Feb. 1, 1912	Feb. 1, 1912	2,500 00
Confidential clerk to Justice Miller	Mary B. Miller	July 1, 1908	July 1, 1908	2,500 00
Confidential clerk to Justice Laughlin	Daniel S. Murphy	Mar. 4, 1909	Mar. 24, 1910	2,500 00
Confidential clerk to Justice Scott	James J. Furey	Jan. 1, 1898	Jan. 1, 1898	2,500 00
Confidential attendant to Justice Ingraham	George Leal Genung	Oct. 1, 1910	Jan. 1, 1913	1,800 00
Confidential attendant to Justice Laughlin	M. Edwin Merwin	Oct. 1, 1910	Oct. 1, 1910	1,800 00
Confidential attendant to Justice Dowling	Stephen J. Navin	Dec. 23, 1907	Dec. 23, 1907	1,800 00
Confidential attendant to Justice McLaughlin	Frank J. Coleman, Jr	Mar. 15, 1911	Mar. 15, 1911	1,800 00
Confidential attendant to Justice Clarke	Arnold C. Sayer	May 22, 1906	May 22, 1906	1,800 00
Confidential attendant to Justice Scott	Howard B. Sands	May 12, 1908	May 12, 1908	1,800 00
Crier	Edward J. Hinch	Jan. 1, 1907	Nov. 15, 1912	3,000 00
Telephone operator	Etta K. Williams	Dec. 15, 1902	Dec. 15, 1902	1,200 00
Custodian, court house	John J. Horan	June 5, 1900	June 5, 1900	1,800 00
Chief engineer	John F. McDonough	Dec. 5, 1900	Oct. 1, 1906	1,800 00
	COMPETITIVE CLASS			
Deputy clerk	William Lamb, Jr	Jan. 1, 1896	Jan. 1, 1896	3,500 00
Assistant clerk	James J. Green	Nov. 31, 1894	July 1, 1907	3,000 00
Assistant clerk	Dennis A. McLaughlin	May 1, 1896	May 1, 1896	3,000 00
Assistant clerk	Peter L. Halpin	May 1, 1896	May 1, 1896	3,000 00
Stenographer	Frederick D. Storey	Jan. 1, 1896	Jan. 1, 1896	3,000 00
Stenographer	Benjamin H. Doane	Jan. 1, 1896	Jan. 1, 1896	3,000 00
Stenographer	Emilie M. Rautenberg	May 9, 1896	May 9, 1896	3,000 00
Typewriter	Julia F. Walsh	May 1, 1896	May 1, 1896	1,500 00
Attendant	Henry W. Boyce	Jan. 1, 1913	Jan. 1, 1913	1,800 00
Attendant	James Campbell	Jan. 2, 1896	Jan. 2, 1896	1,800 00
Attendant	Cornelius L. Dugan	Jan. 7, 1904	Jan. 7, 1904	1,800 00
Attendant	Chas. Freedman	Jan. 8, 1898	Mar. 21, 1906	1,800 00
Attendant	Jay A. Gibbs	Jan. 8, 1896	Jan. 8, 1896	1,800 00
Attendant	Nathaniel A. Jarvis	Jan. 5, 1892	Jan. 5, 1892	1,800 00
Attendant	Thomas Kane	May 18, 1893	May 18, 1893	1,800 00
Attendant	Richard F. Montgomery	April 15, 1900	June 1, 1909	1,800 00
Attendant	A. H. Murphy	Jan. 1, 1888	Jan. 1, 1888	1,800 00

SUPREME COURT — APPELLATE DIVISION, FIRST DEPARTMENT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COMPETITIVE CLASS — (*continued*)				
Attendant	Matthew J. Murphy	Jan. 1, 1898	July 1, 1901	$1,800 00
Attendant	Gardner H. O'Donnell	Jan. 21, 1907	Jan. 21, 1907	1,800 00
Attendant	Matthew A. Raftery	Jan. 23, 1905	Jan. 1, 1913	1,800 00
Attendant	William T. Shannon	Jan. 1, 1913	Jan. 1, 1913	1,800 00
Attendant	James A. Tierney	Jan. 1, 1913	Jan. 1, 1913	1,800 00
Attendant	Hiram Van Tassel	June 10, 1895	June 10, 1895	1,800 00
Attendant	Oscar Frey	Nov. 9, 1903	Nov. 9, 1903	1,500 00
Engineer	Frank Delaney	Jan. 4, 1906	Jan. 4, 1906	1,500 00
Assistant engineer	William B. Buckley	June 1, 1911	June 1, 1911	1,095 00
Fireman	Albert Pfeifer	Feb. 1, 1912	Feb. 1, 1912	1,095 00
Fireman	Caspar Schutz	May 12, 1902	May 12, 1902	1,000 00
Elevator operator				

SUPREME COURT — APPELLATE DIVISION, SECOND DEPARTMENT

UNCLASSIFIED SERVICE				
Justice (Presiding)	Almet F. Jenks	Jan. 1, 1899	Jan. 1, 1899	10,000 00
Justice	Michael H. Hirschberg	Jan. 1, 1897	Jan. 1, 1897	10,000 00
Justice	Edward B. Thomas	Jan. 1, 1907	Jan. 1, 1907	10,000 00
Justice	Joseph A. Burr	Jan. 1, 1905	Jan. 1, 1905	10,000 00
Justice	William J. Carr	Jan. 1, 1907	Jan. 1, 1907	10,000 00
Justice	John Woodward	Jan. 1, 1898	Jan. 1, 1898	10,000 00
EXEMPT CLASS				
Clerk	John B. Byrne	Jan. 3, 1896	Jan. 3, 1896	6,000 00
Chief clerk	Joseph H. De Bragga	Dec. 28, 1911	Dec. 28, 1911	2,500 00
Deputy clerk	Clarence A. Barrow	Mar. 7, 1901	Mar. 7, 1901	5,000 00
Deputy clerk	Owen J. Macauley	Sept. 1, 1908	Dec. 28, 1911	1,800 00
Confidential clerk to Justice Hirschberg	George A. Morse	Dec. 8, 1896	Jan. 1, 1906	2,500 00

Confidential clerk to Justice Woodward	Benjamin S. Dean	Feb. 1, 1908	Feb. 1, 1908	2,500 00
Confidential clerk to Justice Jenks	Daniel Ephraim Ewald	Nov. 11, 1908	Nov. 11, 1908	2,500 00
Confidential clerk to Justice Thomas	Herbert Z. Douglas	Feb. 1, 1912	Feb. 1, 1912	2,500 00
Confidential clerk to Justice Burr	John T. Bladen	Jan. 5, 1905	Jan. 5, 1905	2,500 00
Confidential clerk to Justice Carr	John P. Carroll	Mar. 1, 1907	Mar. 1, 1907	2,500 00
Case and consultation clerk	Henry R. Lydecker	April 1, 1907	April 1, 1907	2,400 00
Attendant and crier	Robert Arnold	June 1, 1896	April 1, 1909	1,800 00
Confidential attendant	George Palmer	June 1, 1905	Mar. 16, 1909	1,800 00
Confidential attendant	George S. Conly	Jan. 8, 1912	Jan. 8, 1912	1,800 00
Deputy sheriff (attendant)	John A. Connell	April 24, 1911	April 24, 1911	$3 per day.
Typewriter operator	Amanda Mabel Taber	April 9, 1906	April 9, 1906	$1,500 00
Typewriter operator	Marie L. Barre	May 1, 1908	May 1, 1908	1,500 00

COMPETITIVE CLASS

Confidential clerk	George L. Betts	Jan. 2, 1896	Oct. 1, 1907	4,500 00
Confidential clerk	Herbert A. Briggs	July 30, 1897	Oct. 1, 1907	4,500 00
Attendant	John Connell	April 30, 1896	April 30, 1896	1,800 00
Attendant	Andrew Reed	April 30, 1896	April 30, 1896	1,800 00
Attendant	Charles W. Strout	Jan. 1, 1897	Jan. 1, 1897	1,800 00
Attendant	James Shannon	Jan. 2, 1896	July 1, 1901	1,800 00
Attendant	Frederick Brink	Dec. 15, 1892	Jan. 1, 1901	1,800 00
Attendant	Frank McNally	Jan. 24, 1911	Jan. 24, 1911	1,800 00
Attendant	Thomas F. Curran	Feb. 1, 1911	Feb. 1, 1911	1,800 00
Attendant	Jay C. Coffey	Mar. 1, 1911	Mar. 1, 1911	1,800 00
Attendant	David J. Hogan	June 1, 1912	June 1, 1912	1,800 00
Attendant	Jeremiah Costello	Mar. 7, 1912	Mar. 7, 1912	1,500 00

SUPREME COURT — APPELLATE DIVISION, THIRD DEPARTMENT

UNCLASSIFIED SERVICE

Justice (Presiding)	Walter L. Smith	Jan. 1, 1889	Jan. 1, 1889	12,500 00
Justice	James W. Houghton	Dec. 11, 1899	Dec. 11, 1899	12,000 00
Justice	John M. Kellogg	Oct. 16, 1902	Oct. 16, 1902	12,000 00
Justice	George F. Lyon	Jan. 1, 1896	Jan. 1, 1896	12,000 00
Justice	Wesley O. Howard	Jan. 4, 1903	Jan. 4, 1903	12,000 00

SUPREME COURT — APPELLATE DIVISION, THIRD DEPARTMENT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS			
Clerk	Joseph H. Hollands	Jan. 1, 1891	Jan. 1, 1891	$3,000 00
Stenographer to Justice Smith	William W. Gregg	Oct. 1, 1911	Oct. 1, 1911	1,800 00
Stenographer to Justice Houghton	Josiah G. Salisbury	Jan. 1, 1910	Jan. 1, 1910	1,800 00
Stenographer to Justice Lyon	William F. Van Cleve	May 4, 1898	Jan. 12, 1912	1,800 00
Stenographer to Justice Howard	Belle Haywood	May 26, 1909	May 26, 1909	1,800 00
Clerk to Justice Kellogg	P. R. McMonagle	Jan. 1, 1892	Jan. 1, 1892	1,800 00
Confidential attendant	Francis Kimball	July 1, 1900	July 1, 1900	1,500 00
Confidential attendant	John S. Herrick	April 1, 1907	April 1, 1907	1,200 00
	COMPETITIVE CLASS			
Deputy clerk and librarian	John W. McClelland	Jan. 1, 1896	May 16, 1900	2,000 00

SUPREME COURT — APPELLATE DIVISION, FOURTH DEPARTMENT

	UNCLASSIFIED SERVICE			
Justice (Presiding)	Peter B. McLennan	Jan. 1, 1893	Jan. 1, 1893	12,500 00
Justice	Nathaniel Foote	Jan. 1, 1905	Jan. 1, 1905	12,000 00
Justice	Frederick W. Kruse	Jan. 1, 1901	Jan. 1, 1901	12,000 00
Justice	James A. Robson	Oct. 20, 1903	Oct. 20, 1903	12,000 00
Justice	John S. Lambert	Jan. 1, 1913	Jan. 1, 1913	12,000 00
	EXEMPT CLASS			
Clerk	Newell C. Fulton	Feb. 1, 1896	Feb. 1, 1896	3,000 00
Deputy clerk	Edwin C. Redfern	Nov. 1, 1905	June 4, 1907	2,000 00
Consultation clerk	Robert E. Wilcox	Jan. 1, 1908	Jan. 1, 1908	3,500 00
Confidential clerk to Justice McLennan	Ralph Shulman	Jan. 1, 1908	Jan. 1, 1908	1,800 00
Confidential clerk to Justice Robson	Blanche E. Sackett	Feb. 1, 1912	Feb. 1, 1912	1,800 00

Confidential clerk to Justice Foote	Mary E. Jennings	Jan. 7, 1905	Jan. 7, 1905	1,800 00
Stenographer to Justice Kruse	Irving W. Earle	Feb. 9, 1907	Feb. 9, 1907	1,800 00
Stenographer to Justice Lambert	Louis L. Thrasher	Nov. 8, 1912	Nov. 8, 1912	1,800 00
Confidential attendant	James W. Clarke	Dec. 1, 1903	Dec. 1, 1903	1,200 00
Confidential attendant	G. Bert Allen	Oct. 1, 1904	Oct. 1, 1904	1,200 00
COMPETITIVE CLASS				
Attendant	Edward Jones	Feb. 1, 1896	Feb. 1, 1896	1,200 00

STATE REPORTER

UNCLASSIFIED SERVICE				
State reporter	J. Newton Fiero	Jan. 1, 1909	Jan. 1, 1909	5,000 00
EXEMPT CLASS				
Assistant state reporter	Alvah S. Newcomb	June 8, 1900	June 8, 1900	3,700 00
COMPETITIVE CLASS				
Clerk	Dickinson Courtney	Feb. 1, 1872	Feb. 1, 1872	2,100 00
Law clerk	Louis J. Rezzemini	June —, 1888	Oct. 1, 1908	2,000 00
Confidential law stenographer	Mary M. Tedford	Jan. 1, 1909	Jan. 1, 1909	1,000 00
Page	John A. Forrest	Oct. 16, 1912	Oct. 16, 1912	300 00

SUPREME COURT REPORTER

EXEMPT CLASS				
Reporter	Jerome B. Fisher	Nov. 10, 1905	Nov. 10, 1905	5,000 00
Deputy	F. W. Battershall	Nov. 10, 1905	Nov. 10, 1905	3,000 00
Secretary	Harry Cook	Nov. 16, 1908	Nov. 16, 1908	1,500 00
COMPETITIVE CLASS				
Second deputy reporter	Austin B. Griffin	May 1, 1912	May 1, 1912	2,000 00
Clerk	Harriet B. Quintana	Nov. 20, 1905	Nov. 20, 1905	1,800 00
Clerk	William R. Whitfield	Nov. 10, 1905	Nov. 10, 1905	1,800 00

SUPREME COURT REPORTER — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Clerk	Margaret Van Nouhuys	Nov. 20, 1905	Nov. 20, 1905	$1,200 00
Clerk	Anna T. Wansboro	Nov. 13, 1900	Dec. 15, 1906	1,000 00
Junior clerk	Abraham S. Jordan	Oct. 23, 1911	Oct. 23, 1911	500 00
Stenographer	Helen E. Brown	May 1, 1908	May 1, 1908	900 00
	MISCELLANEOUS REPORTER			
	UNCLASSIFIED SERVICE			
Reporter	Joseph A. Lawson	Mar. 18, 1912	Mar. 18, 1912	4,500 00
	COMPETITIVE CLASS			
Assistant reporter	John T. Cook	Mar. 1, 1905	Mar. 1, 1905	1,700 00
Assistant reporter	E. G. Day	Feb. 1, 1893	Feb. 1, 1893	1,200 00
Stenographer	Anna S. Lawler	April 17, 1899	April 17, 1899	1,200 00

NORMAL SCHOOLS

STATE NORMAL COLLEGE, ALBANY

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE			
Board of trustees	A. S. Draper	.....	.....	.....
	Samuel B. Ward, Treasurer	.....	.....	$400 00
	Thomas E. Finegan	.....	.....	.....
	James B. McEwan	.....	.....	.....
	Ledyard Cogswell	.....	.....	.....
President	William J. Milne	—— —, 1889	—— —, 1889	4,500 00
Teacher	Leonard W. Richardson	Sept. 7, 1895	Sept. 7, 1895	2,500 00
Teacher	A. W. Risley	Sept. 1, 1909	Sept. 1, 1909	2,500 00
Teacher	John M. Sayles	Oct. 1, 1905	Oct. 1, 1905	2,500 00
Teacher	Harry B. Smith	Sept. 1, 1910	Sept. 1, 1910	2,500 00
Teacher	William V. Jones	July 12, 1869	July 12, 1869	2,300 00
Teacher	Leonard A. Blue	Sept. 1, 1912	Sept. 1, 1912	2,250 00
Teacher	R. H. Kirtland	Sept. 1, 1909	Sept. 1, 1909	2,200 00
Teacher	David Hutchison	Sept. 1, 1908	Sept. 1, 1908	2,000 00
Teacher	Clifford Woodard	Sept. 1, 1907	Sept. 1, 1907	2,000 00
Teacher	Winfred C. Decker	Sept. 1, 1907	Sept. 1, 1907	2,000 00
Teacher	Harry Birchenough	Sept. 1, 1907	Sept. 1, 1907	2,000 00
Teacher	Adam A. Walker	Sept. 1, 1908	Sept. 1, 1908	2,000 00
Teacher	Barnard S. Bronson	Sept. 1, 1908	Sept. 1, 1908	2,000 00
Teacher	George S. Painter	Sept. 1, 1912	Sept. 1, 1912	2,000 00
Teacher	Arthur G. Ward	Sept. 1, 1911	Sept. 1, 1911	1,800 00
Teacher	Ellen A. Huntington	Sept. 1, 1912	Sept. 1, 1912	1,800 00
Teacher	Herbert M. Douglass	Sept. 1, 1912	Sept. 1, 1912	1,600 00
Teacher	Clinton B. Burke	Sept. 1, 1910	Sept. 1, 1910	1,500 00
Teacher	Fanny A. Dunsford	Sept. 1, 1909	Sept. 1, 1909	1,300 00
Teacher	Lola Morton	Sept. 1, 1911	Sept. 1, 1911	1,300 00

STATE NORMAL COLLEGE, ALBANY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE — (*continued*)			
Teacher	Emma P. Garrison	Sept. 1, 1910	Sept. 1, 1910	$1,200 00
Teacher	Edith M. Bodley	Sept. 10, 1887	Sept. 10, 1887	1,200 00
Teacher	John A. Maher	Sept. 1, 1912	Sept. 1, 1912	1,200 00
Teacher	Kenneth S. Neal	Sept. 1, 1911	Sept. 1, 1911	1,200 00
Teacher	Margaret S. Mooney	May 31, 1887	May 31, 1887	1,100 00
Teacher	Anna E. Pierce	July 23, 1886	July 23, 1886	1,100 00
Teacher	Eunice Perine	Sept. 1, 1900	Sept. 1, 1900	1,100 00
Teacher	Mary A. McClelland	July 12, 1869	July 12, 1869	1,000 00
Teacher	Cora Steele	Sept. 1, 1910	Sept. 1, 1910	1,000 00
Teacher	William G. Kennedy	Sept. 13, 1911	Sept. 13, 1911	1,000 00
Teacher	Florence D. Frear	Oct. 1, 1911	Oct. 1, 1911	1,000 00
Teacher	Eva Wilson	Sept. 1, 1912	Sept. 1, 1912	1,000 00
Teacher	Anna L. Cushing	Sept. 1, 1908	Sept. 1, 1908	950 00
Teacher	L. Antoinette Johnson	Sept. 1, 1912	Sept. 1, 1912	900 00
Teacher	Charlotte Loeb	Oct. 1, 1905	Oct. 1, 1905	900 00
Teacher	Louise Ward Clement	Sept. 1, 1907	Sept. 1, 1907	900 00
Teacher	Clara Belle Springsteed	Sept. 1, 1910	Sept. 1, 1910	800 00
Teacher	Samuel B. Belding	May 26, 1886	May 26, 1886	800 00
Teacher	Elizabeth F. Shaver	Sept. 1, 1908	Sept. 1, 1908	700 00
	EXEMPT CLASS			
Clerk to president	Anna M. Burbank	June 16, 1905	June 16, 1905	600 00
	COMPETITIVE CLASS			
Janitor and fireman	Charles Wurthmann	Dec. 1, 1891	Dec. 1, 1891	960 00
Chief engineer	Herbert B. Brand	Nov. 15, 1912	Nov. 15, 1912	1,200 00

NORMAL SCHOOL, BROCKPORT

UNCLASSIFIED SERVICE

Local board	John D. Burns, President	.....	.....	.....
	Daniel Holmes (Secretary and Treasurer)	.....	.....	240 00
	Henry Harrison	.....	.....	.....
	Edward Harrison	.....	.....	.....
	Thomas H. Dobson	.....	.....	.....
	Alfred M. White	.....	.....	.....
	Henry S. Madden	.....	.....	.....
Principal	Albert C. Thompson	Sept. 1, 1910	Sept. 1, 1910	3,500 00
Teacher	Charles D. Seely	Aug. 1, 1885	Aug. 1, 1885	1,800 00
Teacher	Fred A. Belland	Sept. 1, 1906	Sept. 1, 1906	1,500 00
Teacher	Charles O. Beaman	Sept. 1, 1911	Sept. 1, 1911	1,500 00
Teacher	Charles D. Cooper	Sept. 1, 1911	Sept. 1, 1911	1,500 00
Teacher	Alletta C. Edwards	Sept. 1, 1908	Sept. 1, 1908	950 00
Teacher	Mabel W. Vanderhoof	Sept. 1, 1907	Sept. 1, 1907	900 00
Teacher	Lillian A. Cummings	Sept. 1, 1912	Sept. 1, 1912	900 00
Teacher	Sabra M. Hayden	April 17, 1912	April 17, 1912	900 00
Teacher	Nellie A. Lewis	Sept. 1, 1909	Sept. 1, 1909	850 00
Teacher	Nina M. Gage	Sept. 1, 1909	Sept. 1, 1909	850 00
Teacher	Elizabeth Briggs	Sept. 1, 1910	Sept. 1, 1910	850 00
Teacher	May A. Williams	Sept. 1, 1910	Sept. 1, 1910	800 00
Teacher	Mary C. Thomas	Nov. 1, 1911	Nov. 1, 1911	800 00
Teacher	Amelia M. Wensel	Nov. 1, 1911	Nov. 1, 1911	800 00
Teacher	Mildred C. Williams	Sept. 13, 1911	Sept. 13, 1911	800 00
Teacher	Angeline Finney	Feb. 1, 1912	Feb. 1, 1912	800 00
Teacher	Gladys E. Leonard	Sept. 1, 1912	Sept. 1, 1912	800 00
Teacher	May E. Marsden	Mar. 1, 1912	Mar. 1, 1912	800 00
Teacher	Grace L. Neff	Sept. 1, 1912	Sept. 1, 1912	800 00
Teacher	Anna I. Pease	Sept. 1, 1912	Sept. 1, 1912	800 00
Teacher	Helen F. Smith	Sept. 1, 1912	Sept. 1, 1912	800 00
Teacher	Hilda Smith	Nov. 1, 1912	Nov. 1, 1912	800 00
Teacher	S. Jannette Reynolds	July 22, 1895	Sept. 1, 1900	600 00

NORMAL SCHOOL, BROCKPORT — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS			
Secretary to principal	Helen Mercer	Sept. 1, 1912	Sept. 1, 1912	$800 00
	COMPETITIVE CLASS			
Engineer and janitor	Silas L. Holbrook	June 30, 1897	June 30, 1897	1,200 00
Assistant engineer and janitor	William Elwell	Sept. 5, 1895	Sept. 5, 1895	660 00

NORMAL SCHOOL, BUFFALO

	UNCLASSIFIED SERVICE			
Local board	Edward H. Butler, President	.....	.....	.....
	Henry W. Hill (Secretary and Treasurer)	.....	.....	200 00
	Robert L. Fryer	.....	.....	.....
	George A. Davis	.....	.....	.....
	Hobart Weed	.....	.....	.....
	Robert W. Pomeroy	.....	.....	.....
	A. Conger Goodyear	.....	.....	.....
Principal	Daniel Upton	Sept. 1, 1909	Sept. 1, 1909	3,500 00
Teacher	Marcus A. G. Meads	May 28, 1875	May 28, 1875	2,400 00
Teacher	Irving P. Bishop	Sept. 1, 1888	Sept. 1, 1888	2,200 00
Teacher	Mark M. Maycock	Sept. 1, 1871	Sept. 1, 1871	2,100 00
Teacher	Harrison C. Givens	Sept. 1, 1910	Sept. 1, 1910	1,900 00
Teacher	Gertrude M. Bacon	Sept. 3, 1895	Sept. 3, 1895	1,800 00
Teacher	Elizabeth C. Lange	Sept. 1, 1910	Sept. 1, 1910	1,600 00
Teacher	Susan F. Chase	Sept. 1, 1898	Sept. 1, 1898	1,400 00
Teacher	Ida L. Kempke	Sept. 1, 1907	Sept. 1, 1907	1,400 00
Teacher	Louise M. Cassety	Sept. 23, 1897	Sept. 23, 1897	1,300 00

Teacher	Jane M. Keeler	Oct. 1, 1910	Oct. 1, 1910	1,200 00
Teacher	Amelia B. Sprague	Sept. 1, 1910	Sept. 1, 1910	1,200 00
Teacher	Grace Viele	Sept. 1, 1908	Sept. 1, 1908	1,100 00
Teacher	Cora M. Sager	Sept. 25, 1911	Sept. 25, 1911	1,100 00
Teacher	Bessie L. Bishop	Sept. 1, 1901	Sept. 1, 1901	1,000 00
Teacher	Helen G. Engelbreck	April 17, 1911	April 17, 1911	1,000 00
Teacher	Bessie F. Holman	Sept. 1, 1912	Sept. 1, 1912	1,000 00
Teacher	Georgina E. Chamot	Aug. 18, 1897	Aug. 18, 1897	900 00
Teacher	Alice Wessa	Sept. 1, 1912	Sept. 1, 1912	900 00
Teacher	Ernina S. Smith	Sept. 1, 1905	Sept. 1, 1905	350 00
Teacher	Carrie Benson	Oct. 17, 1893	Oct. 17, 1893	100 00
	EXEMPT CLASS			
Clerk to principal	Dean R. Hill	Aug. 1, 1909	Aug. 1, 1909	1,000 00
	COMPETITIVE CLASS			
Janitor	Frank H. Smith	Nov. 21, 1901	Nov. 21, 1901	900 00

NORMAL SCHOOL, CORTLAND

UNCLASSIFIED SERVICE

	William H. Clark, Pres	.....	.....	.....
	Israel T. Deyo	.....	.....	.....
	Hugh Duffey	.....	.....	.....
Local board	Lawrence J. Fitzgerald, Treas	.....	.....	200 00
	Orris U. Kellogg	.....	.....	.....
	John W. Suggett	.....	.....	.....
	Theodore H. Wickwire, Sec	.....	.....	.....
	James M. Gilbert	.....	.....	.....
Principal	H. de W. De Groat	Sept. 1, 1912	Sept. 1, 1912	3,800 00
Teacher	W. A. Cornish	Sept. 12, 1893	Sept. 12, 1893	2,500 00
Teacher	R. Elliott Owens	Sept. 1, 1906	Sept. 1, 1906	2,000 00
Teacher	Ulysses F. Axtel	Sept. 1, 1909	Sept. 1, 1909	1,700 00
Teacher	Mary W. Butler	Sept. 1, 1905	Sept. 1, 1905	1,500 00

NORMAL SCHOOL, CORTLAND — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE — (*continued*)			
Teacher	Edward D. Curtis	Sept. 1, 1911	Sept. 1, 1911	$1,500 00
Teacher	Myron J. Walters	Sept. 1, 1910	Sept. 1, 1910	1,500 00
Teacher	Harry L. Edick	Sept. 1, 1912	Sept. 1, 1912	1,500 00
Teacher	Agnes Orr Carson	Sept. 1, 1905	Sept. 1, 1905	1,400 00
Teacher	Lynn E. Brown	Sept. 1, 1910	Sept. 1, 1910	1,400 00
Teacher	Ella M. Van Hoesen	Sept. 1, 1903	Sept. 1, 1903	1,200 00
Teacher	Helen M. Goodhue	Sept. 1, 1906	Sept. 1, 1906	1,200 00
Teacher	Ella Gale	Aug. 28, 1895	Aug. 28, 1895	1,200 00
Teacher	A. Kendall Getman	July 1, 1912	July 1, 1912	1,200 00
Teacher	Mary E. Mason	April 2, 1906	April 2, 1906	1,100 00
Teacher	Jean Y. Ayer	Sept. 1, 1909	Sept. 1, 1909	1,100 00
Teacher	Minnie M. Alger	May 29, 1893	May 29, 1893	1,000 00
Teacher	Katherine E. Moran	Sept. 1, 1907	Sept. 1, 1907	1,000 00
Teacher	Mary Lattimer	Sept. 1, 1907	Sept. 1, 1907	1,000 00
Teacher	Jennie Lind Robinson	Sept. 1, 1909	Sept. 1, 1909	1,000 00
Teacher	Bertha L. Hill	Sept. 1, 1899	Sept. 1, 1899	1,000 00
Teacher	Katherine Walsh	Sept. 1, 1910	Sept. 1, 1910	1,000 00
Teacher	Gertrude E. Bussard	Sept. 1, 1911	Sept. 1, 1911	1,000 00
Teacher	M. Agnes Mix	Sept. 1, 1911	Sept. 1, 1911	1,000 00
Teacher	J. C. Otis	Sept. 1, 1912	Sept. 1, 1912	1,000 00
Teacher	Elizabeth I. Gillette	Sept. 1, 1912	Sept. 1, 1912	800 00
Teacher	Emma J. Davies	Sept. 1, 1907	Sept. 1, 1907	350 00
	EXEMPT CLASS			
Clerk to principal	Edith F. Rainey	Sept. 1, 1906	Sept. 1, 1906	900 00
	COMPETITIVE CLASS			
Janitor and engineer	Fred E. Seeber	Feb. 24, 1893	Sept. 1, 1908	2,000 00

NORMAL SCHOOL, FREDONIA

UNCLASSIFIED SERVICE

Local board	Samuel H. Albro, President	.....	.....	.....
	Howard M. Clarke, Secretary and Treasurer	.....	.....	200 00
	Winfield A. Holcomb	.....	.....	.....
	William S. Stearns	.....	.....	.....
	Samuel C. Crandall	.....	.....	.....
Principal	Myron T. Dana	Sept. —, 1881	Sept. 1, 1906	3,800 00
Teacher	Andrew Y. Freeman	Sept. —, 1880	Sept. —, 1880	1,800 00
Teacher	Franklin N. Jewett	Mar. —, 1886	Mar. —, 1886	1,800 00
Teacher	Homer L. Holcomb	Sept. —, 1894	Sept. —, 1894	1,800 00
Teacher	George McEwen	Nov. 1, 1906	Nov. 1, 1906	1,650 00
Teacher	John L. Dahl	Sept. 1, 1908	Sept. 1, 1908	1,500 00
Teacher	Anna McLaury	Sept. —, 1887	Sept. —, 1887	1,350 00
Teacher	Carrie L. Record	Sept. 1, 1901	Sept. 1, 1901	1,300 00
Teacher	Edward C. Brown	Sept. 1, 1912	Sept. 1, 1912	1,200 00
Teacher	Margaret Start	Sept. 1, 1908	Sept. 1, 1908	1,100 00
Teacher	Julia D. Sherman	Sept. —, 1896	Sept. —, 1896	1,050 00
Teacher	Rachel M. Jerrold	Sept. 1, 1909	Sept. 1, 1909	1,050 00
Teacher	Julia J. Shepard	Sept. —, 1892	Sept. —, 1892	1,000 00
Teacher	Edith Graves	Sept. 1, 1906	Sept. 1, 1906	1,000 00
Teacher	Jennie Merrill	Sept. 1, 1905	Sept. 1, 1905	1,000 00
Teacher	Edna Fuller	Sept. —, 1894	Sept. —, 1894	1,000 00
Teacher	Frances H. Killen	Mar. 1, 1906	Mar. 1, 1906	950 00
Teacher	Laura E. Treadway	Sept. 1, 1903	Sept. 1, 1903	950 00
Teacher	Clara Dailey	Nov. 1, 1905	Nov. 1, 1905	950 00
Teacher	Jessamine Ellison	Oct. 22, 1906	Oct. 22, 1906	900 00
Teacher	Ethel Kilts	Sept. 1, 1907	Sept. 1, 1907	900 00
Teacher	Elizabeth R. Mertz	Sept. 1, 1911	Sept. 1, 1911	900 00
Teacher	Grace A. Badger	Sept. 1, 1912	Sept. 1, 1912	900 00
Teacher	Anna L. Lester	Sept. —, 1896	Sept. —, 1896	850 00
Teacher	Lillian Stewart	Mar. 27, 1911	Mar. 27, 1911	800 00
Teacher	Edith Curtis	Sept. 1, 1907	Sept. 1, 1907	750 00
Teacher	Jessie E. Hillman	Jan. —, 1887	Jan. —, 1887	300 00

NORMAL SCHOOL, FREDONIA — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS			
Clerk to principal	C. A. Ross	Sept. 1, 1905	Sept. 1, 1905	$850 00
	COMPETITIVE CLASS			
Janitor	Silas S. Gibbs	Sept. 10, 1906	Sept. 10, 1906	900 00

NORMAL SCHOOL, GENESEO

	UNCLASSIFIED SERVICE			
Local board	William A. Brodie, President	.....	.....	.....
	L. W. Crossett, Treasurer	.....	.....	200 00
	Lockwood R. Doty, Secretary	.....	.....	200 00
	George B. Adams	.....	.....	.....
	Otto Kelsey	.....	.....	.....
	Walter E. Lauderdale	.....	.....	.....
	James W. Wadsworth	.....	.....	.....
	William A. Wadsworth	.....	.....	.....
	Frank K. Cook	.....	.....	.....
Principal	James V. Sturges	Sept. 1, 1905	Sept. 1, 1905	3,800 00
Teacher	W. Fowler Bucke	Sept. 1, 1905	Sept. 1, 1905	2,200 00
Teacher	Frank E. Welles	Oct. —, 1889	Oct. —, 1889	2,000 00
Teacher	R. L. Countryman	Sept. 1, 1908	Sept. 1, 1908	1,800 00
Teacher	Guy A. Bailey	Sept. 1, 1905	Sept. 1, 1905	1,500 00
Teacher	Lydia I. Jones	Sept. 1, 1904	Sept. 1, 1904	1,500 00
Teacher	Christabel Abbott	Sept. 1, 1906	Sept. 1, 1906	1,500 00
Teacher	Mary Louise Russell	Sept. 1, 1906	Sept. 1, 1906	1,200 00
Teacher	Georgia H. Reeve	Sept. 1, 1906	Sept. 1, 1906	1,200 00
Teacher	Ethel Mosely Bristol	Sept. 1, 1912	Sept. 1, 1912	1,050 00
Teacher	Maude Bussing	Sept. 1, 1907	Sept. 1, 1907	1,050 00
Teacher	Carol M. Holland	Sept. 1, 1911	Sept. 1, 1911	1,050 00

Teacher	Helen Jenkins	Sept. 1, 1911	Sept. 1, 1911	1,000 00
Teacher	Alta E. Thompson	Sept. 1, 1909	Sept. 1, 1909	1,000 00
Teacher	Edgar Barnes	Sept. 1, 1911	Sept. 1, 1911	1,000 00
Teacher	Mary B. Pratt	Sept. 1, 1911	Sept. 1, 1911	1,000 00
Teacher	Elizabeth G. Burlingame	Sept. 1, 1906	Sept. 1, 1906	1,000 00
Teacher	Julia F. Seligman	Jan. 1, 1911	Jan. 1, 1911	900 00
Teacher	Katherine Bell Rose	Sept. 1, 1911	Sept. 1, 1911	900 00
Teacher	Edna L. Hotaling	Feb. 1, 1912	Feb. 1, 1912	900 00
Teacher	Mary A. Phillips	Sept. 1, 1911	Sept. 1, 1911	850 00
Teacher	Mary C. Durkan	Sept. 1, 1912	Sept. 1, 1912	850 00
Teacher	Kathleen A. Phillip	Sept. 1, 1912	Sept. 1, 1912	850 00
Teacher	Mildred A. Sleight	Sept. 1, 1912	Sept. 1, 1912	800 00
Teacher	Martha P. Porter	Sept. 1, 1912	Sept. 1, 1912	800 00
Teacher	Mary G. Bailey	Sept. 1, 1912	Sept. 1, 1912	800 00
Teacher	Salome K. Beckwith	Sept. 1, 1912	Sept. 1, 1912	800 00
Teacher	Ambrose A. Clegg	Sept. 1, 1912	Sept. 1, 1912	800 00
Teacher	Mary D. Davis	Sept. 1, 1912	Sept. 1, 1912	800 00
Teacher	Marguerite Hague	Sept. 18, 1912	Sept. 18, 1912	480 00
Teacher	Hazel E. Kilian	Sept. 1, 1911	Sept. 1, 1911	400 00
Librarian	Ida M. Hemans	Sept. 13, 1911	Sept. 13, 1911	900 00

EXEMPT CLASS

Clerk to principal	Zoe Eleanor Parker	Jan. 1, 1911	Jan. 1, 1911	850 00

COMPETITIVE CLASS

Janitor	L. C. Morey	July —, 1876	July —, 1876	800 00
Assistant janitor	William Bradley	Aug. —, 1896	Aug. —, 1896	700 00

NORMAL SCHOOL, NEW PALTZ

UNCLASSIFIED SERVICE

Local board	J. J. Hasbrouck, Treasurer	.....	.....	200 00
	Alton B. Parker	.....	.....	.....
	Jacob D. Wurts	.....	.....	.....
	G. D. B. Hasbrouck	.....	.....	.....
	Charles M. Harcourt	.....	.....	.....
	Frank J. Lefevre	.....	.....	.....
	Daniel Smiley	.....	.....	.....

NORMAL SCHOOL, NEW PALTZ — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE — (*continued*)			
Principal	John C. Bliss	Feb. 26, 1900	Oct. 1, 1908	$3,500 00
Teacher	Anna B. Herrig	Sept. 1, 1908	Sept. 1, 1908	1,650 00
Teacher	Arthur Bruce Bennett	Sept. 1, 1909	Sept. 1, 1909	1,650 00
Teacher	William C. Greenwalt	Sept. 1, 1909	Sept. 1, 1909	1,550 00
Teacher	William Grant Fuller	Sept. 1, 1906	Sept. 1, 1906	1,550 00
Teacher	Cecil C. McDonald	Sept. 1, 1911	Sept. 1, 1911	1,350 00
Teacher	Benjamin H. Matteson	Feb. 1, 1912	Feb. 1, 1912	1,350 00
Teacher	Angie E. Badger	Sept. 1, 1908	Sept. 1, 1908	1,300 00
Teacher	K. A. Gage	Sept. 1, 1888	Sept. 1, 1888	1,250 00
Teacher	A. A. Cain	Sept. 1, 1912	Sept. 1, 1912	1,200 00
Teacher	Amy E. Clark	Sept. 22, 1911	Sept. 22, 1911	1,050 00
Teacher	Anna L. Darling Swan	Sept. 1, 1909	Sept. 1, 1909	1,000 00
Teacher	Ethel C. Russell	Sept. 1, 1912	Sept. 1, 1912	1,000 00
Teacher	Ethel A. Wright	Sept. 1, 1912	Sept. 1, 1912	1,000 00
Teacher	Anne Eunice Scott	Sept. 1, 1909	Sept. 1, 1909	950 00
Teacher	Grace V. Brown	Jan. 1, 1909	Jan. 1, 1909	950 00
Teacher	Charlotte E. Reeve	Sept. 1, 1892	Sept. 1, 1892	950 00
Teacher	Cora M. Littlefield	Sept. 1, 1908	Sept. 1, 1908	950 00
Teacher	Mazie Van Valkenburg	Feb. 1, 1912	Feb. 1, 1912	950 00
Teacher	Claire A. Babbitt	Sept. 1, 1912	Sept. 1, 1912	900 00
Teacher	Cora E. Talbot	Sept. 1, 1912	Sept. 1, 1912	900 00
Teacher	Faye McFerran	Sept. 1, 1911	Sept. 1, 1911	700 00
	EXEMPT CLASS			
Clerk to principal	Grace M. Drake	Sept. 1, 1898	Sept. 1, 1898	900 00
	COMPETITIVE CLASS			
Janitor	Irving D. Kortright	Sept. 1, 1901	April 1, 1903	1,240 00

NORMAL SCHOOL, ONEONTA

UNCLASSIFIED SERVICE

Local board	George I. Wilber, President	.....	.....	.....
	Henry Bull, Sec. and Treas.	.....	.....	240 00
	Walter L. Brown	.....	.....	.....
	George Kirkland	.....	.....	.....
	Hobart Krum	.....	.....	.....
	Eugene Raymond	.....	.....	.....
	James Stewart	.....	.....	.....
	Willard E. Yager	.....	.....	.....
	Harry W. Lee	.....	.....	.....
	Irving H. Rowe	.....	.....	.....
	J. Olney Rowe	.....	.....	.....
	W. S. Whipple	.....	.....	.....
Principal	Percy I. Bugbee	Sept. 1, 1898	Sept. 1, 1898	3,800 00
Teacher	Arthur M. Curtis	Aug. 19, 1895	Aug. 19, 1895	2,500 00
Teacher	Frank D. Blodgett	—— —, 1893	—— —, 1893	2,500 00
Teacher	Charles A. Schumacher	—— —, 1895	—— —, 1895	2,500 00
Teacher	Frank G. Sanford	Sept. 1, 1906	Sept. 1, 1906	1,400 00
Teacher	Cora H. Pettit	Oct. 27, 1894	Oct. 27, 1894	1,300 00
Teacher	Eliza E. Gee	Sept. 1, 1903	Sept. 1, 1903	1,300 00
Teacher	Florence M. Matteson	Sept. 1, 1901	Sept. 1, 1901	1,300 00
Teacher	Jessie Scott Himes	Sept. 1, 1906	Sept. 1, 1906	1,200 00
Teacher	Caroline Jenkins	Dec. 1, 1908	Dec. 1, 1908	1,100 00
Teacher	Helen C. Fritts	Sept. 1, 1898	Sept. 1, 1898	1,100 00
Teacher	Vesta Nina Scoby	Nov. 1, 1909	Nov. 1, 1909	1,100 00
Teacher	Frances A. Terrill	Sept. 1, 1904	Sept. 1, 1904	1,050 00
Teacher	Caroline D. Hurlbutt	Sept. 1, 1904	Sept. 1, 1904	1,000 00
Teacher	Addie E. Hatfield	Jan. 26, 1907	Jan. 26, 1907	1,000 00
Teacher	Ada K. Smith	Sept. 1, 1909	Sept. 1, 1909	1,000 00
Teacher	Kate B. Cristman	Sept. 1, 1906	Sept. 1, 1906	1,000 00
Teacher	Elizabeth Gleason	Sept. 1, 1909	Sept. 1, 1909	1,000 00
Teacher	Mabel Parsons	Sept. 1, 1909	Sept. 1, 1909	950 00
Teacher	Evelyn E. Tilton	Feb. 1, 1911	Feb. 1, 1911	900 00
Teacher	Alice F. Haynes	Sept. 1, 1912	Sept. 1, 1912	900 00
Teacher	Claire D. Wyman	Mar. 18, 1912	Mar. 18, 1912	900 00
Teacher	Katherine B. Tobey	Sept. 1, 1909	Sept. 1, 1909	850 00

NORMAL SCHOOL, ONEONTA — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE — (*continued*)			
Teacher	Eula L. Dodd	Sept. 1, 1912	Sept. 1, 1912	$800 00
Teacher	Jessie Magee	Feb. 1, 1912	Feb. 1, 1912	800 00
Teacher	Anna B. Seaver	Sept. 1, 1908	Sept. 1, 1908	750 00
Teacher	Mabelle M. Boynton	Sept. 1, 1907	Sept. 1, 1907	750 00
Teacher	Ellen Hitchcock	Nov. 1, 1906	Nov. 1, 1906	750 00
Teacher	Agnes E. Cronin	Sept. 1, 1912	Sept. 1, 1912	700 00
Teacher	Jessica C. Alden	Sept. 1, 1912	Sept. 1, 1912	600 00
Teacher	Julia Brainard	Sept. 15, 1912	Sept. 15, 1912	500 00
	EXEMPT CLASS			
Clerk to principal	E. May Hurlbutt	June 1, 1906	June 1, 1906	900 00
	COMPETITIVE CLASS			
Engineer	Wilber H. Lare	Mar. 1, 1905	Feb. 20, 1912	800 00
Janitor	Burdette G. Shutter	Feb. 20, 1912	Feb. 20, 1912	600 00

NORMAL SCHOOL, OSWEGO

UNCLASSIFIED SERVICE

Local board	Robert A. Downey, Secretary and Treasurer	.....	.....	.....
	Lawrence Clancy	.....	.....	.....
	Frederick O. Clarke	.....	.....	.....
	S. Mortimer Coon	.....	.....	.....
	Cadwell B. Benson	.....	.....	.....
	Merrick Stowell	.....	.....	.....
	Thomas D. Lewis	.....	.....	.....
	Patrick W. Cullinan	.....	.....	.....
	Francis E. Cullen	.....	.....	.....

Principal	Isaac B. Poucher	—— —, 1862	—— —, 1862	3,800 00
Teacher	James G. Riggs	Oct. 1, 1911	Oct. 1, 1911	2,500 00
Teacher	C. S. Sheldon	—— —, 1893	—— —, 1893	2,000 00
Teacher	A. W. Farnham	—— —, 1894	Sept. 1, 1899	2,000 00
Teacher	Richard K. Piez	Sept. 1, 1900	Sept. 1, 1900	2,000 00
Teacher	Chester H. Tether	Sept. 1, 1904	Sept. 1, 1904	1,800 00
Teacher	Joseph C. Park	Sept. 1, 1902	Sept. 1, 1902	1,800 00
Teacher	Caroline L. G. Scales	—— —, 1884	—— —, 1884	1,500 00
Teacher	L. Ellen Phoenix	Sept. 1, 1903	Sept. 1, 1903	1,500 00
Teacher	Herbert J. Smith	Nov. 1, 1899	Nov. 1, 1899	1,400 00
Teacher	Elizabeth G. Holmes	Sept. 1, 1906	Sept. 1, 1906	1,300 00
Teacher	Fred L. Griffin	Sept. 1, 1912	Sept. 1, 1912	1,300 00
Teacher	Mary H. McElroy	—— —, 1884	—— —, 1884	1,200 00
Teacher	Charlotte M. Waterman	Sept. 1, 1911	Sept. 1, 1911	1,200 00
Teacher	Ida M. Isdell	Sept. 12, 1911	Sept. 12, 1911	1,200 00
Teacher	Jean Kimber	Sept. 1, 1912	Sept. 1, 1912	1,000 00
Teacher	Ralph A. Loomis	Sept. 1, 1912	Sept. 1, 1912	1,000 00
Teacher	Jeannette Grossen	Sept. 1, 1898	Sept. 1, 1898	900 00
Teacher	Katharine A. Hayes	Sept. 1, 1897	Sept. 1, 1897	825 00
Teacher	Leslie Savage	Sept. 1, 1910	Sept. 1, 1910	700 00
Teacher	Carrie V. Sinnamon	—— —, 1896	—— —, 1896	700 00
Teacher	Harriet E. Stevens	Sept. 1, 1897	Sept. 1, 1897	570 00
Teacher	Mary L. O'Geran	—— —, 1894	—— —, 1894	550 00
Teacher	A. W. Plumb	Sept. 1, 1912	Sept. 1, 1912	600 00
Teacher	Laura Harden	Sept. 1, 1910	Sept. 1, 1910	450 00
Teacher	E. E. Favreau	Sept. 1, 1905	Sept. 1, 1905	180 00

EXEMPT CLASS

Clerk to principal	Allen W. Poucher	Sept. 1, 1900	Sept. 1, 1900	900 00

COMPETITIVE CLASS

Janitor	Frederick H. Cyrenius	Sept. 1, 1889	Sept. 1, 1889	784 00

NORMAL SCHOOL, PLATTSBURG

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE			
Local board	John B. Riley, President	.....	.....	.....
	Everett C. Baker, Secretary and Treasurer	.....	.....	$200 00
	James J. Rogers	.....	.....	.....
	John H. Moffitt	.....	.....	.....
	John M. Weaver	.....	.....	.....
	George S. Weed	.....	.....	.....
	John F. O'Brien	.....	.....	.....
	William B. Mooers	.....	.....	.....
	John S. Shedden	.....	.....	.....
Principal	George K. Hawkins	Sept. —, 1890	Sept. 1, 1898	3,800 00
Vice-principal	George H. Hudson	Sept. —, 1890	Sept. —, 1890	1,900 00
Teacher	Alonzo N. Henshaw	Sept. 1, 1898	Sept. 1, 1898	1,900 00
Teacher	O. W. Kitchell	Sept. 1, 1903	Sept. 1, 1903	1,800 00
Teacher	W. G. Thompson	Sept. 1, 1910	Sept. 1, 1910	1,800 00
Teacher	H. M. Cook	Sept. 1, 1911	Sept. 1, 1911	1,750 00
Teacher	Guy W. Shallies	Sept. 1, 1905	Sept. 1, 1905	1,700 00
Teacher	Edwin L. Taylor	Sept. 1, 1906	Sept. 1, 1906	1,600 00
Teacher	Benjamin G. Sinclair	Sept. 1, 1910	Sept. 1, 1910	1,300 00
Teacher	Henry F. Feuering	Sept. 1, 1907	Sept. 1, 1907	1,100 00
Teacher	Alice L. O'Brien	Sept. —, 1890	Sept. —, 1890	900 00
Teacher	F. M. Miller	July 1, 1911	July 1, 1911	900 00
Teacher	Margaret M. Garrity	Feb. 1, 1897	Feb. 1, 1897	900 00

Teacher	Harriette A. Ingalls	Sept. 1, 1908	Sept. 1, 1908	900 00
Teacher	Anna L. Carroll	Feb. 1, 1903	Feb. 1, 1903	900 00
Teacher	Genevieve Andrews	Sept. 1, 1908	Sept. 1, 1908	900 00
Teacher	Anna M. Powers	Sept. 1, 1909	Sept. 1, 1909	900 00
Teacher	Kate E. Hull	Sept. 1, 1909	Sept. 1, 1909	900 00
Teacher	Mabel Louise Chase	Sept. —, 1908	Sept. —, 1908	900 00
Teacher	Annie J. O'Brien	Sept. —, 1892	Sept. —, 1892	850 00
Teacher	Charlotte E. Chase	Jan. 1, 1906	Jan. 1, 1906	850 00
Teacher	Louise A. Perry	Sept. —, 1892	Sept. —, 1892	850 00
Teacher	Celia Gertrude Phelps	Sept. 1, 1911	Sept. 1, 1911	850 00
Teacher	Mabel C. McDowell	Sept. 1, 1910	Sept. 1, 1910	850 00
Teacher	Jennie E. Whitmore	Sept. 1, 1910	Sept. 1, 1910	850 00

EXEMPT CLASS

Secretary to principal	Ollie H. Amsden	Nov. 1, 1907	Nov. 1, 1907	850 00

COMPETITIVE CLASS

Janitor	John E. Blanchard	Sept. —, 1890	Sept. —, 1890	700 00
Special policeman	James M. Atwood	Nov. 7, 1908	Nov. 7, 1908	700 00

NORMAL SCHOOL, POTSDAM

UNCLASSIFIED SERVICE

	Edwin A. Merritt, President			
	George H. Sweet, Secretary			200 00
	G. W. F. Smith, Treasurer			200 00
Local board	Charles H. Leete			
	Frederick L. Dewey			
	Thomas Spratt			
	William R. Weed			

NORMAL SCHOOL, POTSDAM — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE — (*Continued*)			
Principal	J. M. Thompson	July 1, 1909	July 1, 1909	$3,500 00
Teacher	Edward W. Flagg	—— —, 1883	—— —, 1883	2,000 00
Teacher	Lawrence McDermott	Sept. 1, 1912	Sept. 1, 1912	1,800 00
Teacher	W. L. Hartman	Sept. 1, 1910	Sept. 1, 1910	1,700 00
Teacher	Willis E. Bond	—— —, 1893	—— —, 1893	1,600 00
Teacher	Julia E. Crane	Sept. 1, 1908	Sept. 1, 1908	1,600 00
Teacher	Katherine Kellas	Sept. 1, 1901	Sept. 1, 1901	1,600 00
Teacher	William Butler Chriswell	Jan. 24, 1910	Jan. 24, 1910	1,500 00
Teacher	John F. Hummer	Sept. 1, 1909	Sept. 1, 1909	1,500 00
Teacher	Ernest A. Blood	Sept. 1, 1906	Sept. 1, 1906	1,400 00
Teacher	Nelson V. Taylor	Sept. 1 1911	Sept. 1, 1911	1,300 00
Teacher	Adelaide Norris	—— —, 1896	—— —, 1896	1,300 00
Teacher	Arline Denison	Sept. 1, 1910	Sept. 1, 1910	1,300 00
Teacher	David S. McFarland	Sept. 1, 1912	Sept. 1, 1912	1,300 00
Teacher	Wilhelmina Caldwell	Sept. 1, 1899	Sept. 1, 1899	1,200 00
Teacher	Hattie May Smith	Sept. 1, 1906	Sept. 1, 1906	1,100 00
Teacher	Julie T. Walling	Sept. 1, 1911	Sept. 1, 1911	1,020 00
Teacher	Anna P. Draime	Sept. 1, 1906	Sept. 1, 1906	1,000 00
Teacher	Ruth R. Shutts	Sept. 1, 1912	Sept. 1, 1912	1,000 00
Teacher	Alice E. Bivins	Sept. 1, 1912	Sept. 1, 1912	1,000 00
Teacher	Alice M. Grandy	Sept. 1, 1910	Sept. 1, 1910	950 00
Teacher	Rose E. Reeve	Sept. 1, 1905	Sept. 1, 1905	950 00
Teacher	Mabel B. Hall	Sept. 1, 1911	Sept. 1, 1911	900 00
Teacher	Jennie C. Johnson	Sept. 1, 1905	Sept. 1, 1905	900 00
Teacher	Susan A. Rose	Sept. 1, 1911	Sept. 1, 1911	900 00
Teacher	Luella Sexsmith	Sept. 1, 1911	Sept. 1, 1911	850 00

Teacher	Lois A. Riedel	Sept. 1, 1911	Sept. 1, 1911	850 00
Teacher	Mary E. McCarter	Sept. 1, 1910	Sept. 1, 1910	850 00
Teacher	Marion B. Forsythe	Sept. 1, 1910	Sept. 1, 1910	800 00
Teacher	Ruth E. Lewis	Sept. 1, 1910	Sept. 1, 1910	700 00
EXEMPT CLASS				
Clerk to principal	Minnie E. Plank	Nov. 15, 1906	Nov. 15, 1906	900 00
COMPETITIVE CLASS				
Engineer and janitor	George A. White	—— —, 1887	—— —, 1887	800 00
Assistant steam engineer	John Foster	Dec. 10, 1902	Dec. 10, 1902	900 00

STATE HOSPITALS FOR THE INSANE

BINGHAMTON STATE HOSPITAL

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE			
Board of managers	Jervis Langdon, President	.....	.....	.....
	Mrs. Katherine Ely	.....	.....	.....
	Lavinia R. Davis	.....	.....	.....
	Merritt J. Corbett	.....	.....	.....
	Benjamin F. Welden	.....	.....	.....
	William H. Hecox	.....	.....	.....
	Henry A. Stephens	.....	.....	.....
	COMPETITIVE CLASS			
Superintendent	Charles G. Wagner	Feb. 8, 1892	Feb. 8, 1892	$4,600 00
First assistant physician	Theodore I. Townsend	Oct. 10, 1906	Sept. 25, 1911	2,600 00
Senior assistant physician	Edward Gillespie	Oct. 1, 1896	July 1, 1912	2,000 00
Senior assistant physician	Ross McClure Chapman	Dec. 26, 1907	July 1, 1912	1,800 00
Senior assistant physician	William Tiffany	July 1, 1906	July 1, 1912	1,800 00
Assistant physician	Rodney Williams	Jan. 1, 1911	Dec. 1, 1911	1,300 00
Assistant physician	J. C. Partridge	July 20, 1910	July 1, 1912	1,200 00
Assistant physician	Clarence H. Bellinger	Sept. 5, 1911	July 1, 1912	1,200 00
Assistant physician	Edward W. Groll	April 2, 1912	July 1, 1912	1,200 00
Woman physician	Eloise Walker	Sept. 1, 1906	Sept. 1, 1906	1,600 00
Steward	Edward S. Graney	Dec. 1, 1893	Oct. 1, 1909	2,000 00
Assistant steward	Peter P. Lineen	Oct. 16, 1901	Dec. 1, 1912	1,500 00
Apothecary	Burt Nelson	April 1, 1892	April 1, 1892	900 00
Special attendant-assistant apothecary	Daniel A. Healy	Oct. 1, 1911	Oct. 1, 1911	474 00

Superintendent, nurses' training school	Mrs. Mary J. Vreeland	Sept. 1, 1911	Sept. 1, 1911	1,200 00
Bookkeeper	Henry L. Weber	Dec. 1, 1904	Nov. 22, 1909	1,122 00
Stenographer	Claude G. Moreland	Aug. 23, 1909	Aug. 23, 1909	822 00
Stenographer	Leo M. Arnold	Aug. 1, 1911	Aug. 1, 1911	774 00
Stenographer	Margaret M. Bloxham	May 1, 1896	May 1, 1896	750 00
Stenographer	Camilla M. Fitzgerald	July 1, 1909	July 1, 1909	672 00
Stenographer	Mary T. Loughlin	May 24, 1909	Nov. 1, 1912	672 00
Stenographer	Grace L. Tallet	Jan. 16, 1911	Jan. 16, 1911	624 00
Storekeeper	Samuel McCormick	July 1, 1890	Mar. 1, 1901	750 00
Special attendant-assistant storekeeper	Lawrence D. Foley	Feb. 2, 1910	June 1, 1912	462 00
Supervising carpenter	Truman Guyon	Sept. 1, 1885	Oct. 1, 1907	1,200 00
Chef	De Forest Crozier	May 1, 1892	Oct. 1, 1910	1,125 00
Chief engineer	Joseph Griffith	Oct. 1, 1894	Feb. 2, 1902	1,500 00
Engineer	Zina G. Shoemaker	April 1, 1891	Jan. —, 1899	900 00
Assistant engineer	Eugene Bogart	Oct. 1, 1887	Dec. 1, 1900	900 00
Assistant engineer	John H. Sherer	Jan. —, 1896	Aug. 17, 1904	750 00
Assistant engineer	George E. Emerson	Oct. 20, 1906	Feb. 1, 1912	750 00
Assistant electrical engineer	Elmer P. Dikeman	Feb. 1, 1911	Feb. 1, 1911	750 00
Laundry overseer	Theodore M. Downing	Feb. 1, 1886	Feb. 1, 1886	750 00

NON-COMPETITIVE CLASS

Medical interne	Robert D. Schrock	June 11, 1912	June 11, 1912	1,000 00
Medical interne	Fred G. Benton	July 1, 1912	July 1, 1912	1,000 00
Medical interne	William A. Andrews	Dec. 21, 1912	Dec. 21, 1912	1,000 00
Medical interne	Blinn A. Buell	July 1, 1912	July 1, 1912	1,000 00

BUFFALO STATE HOSPITAL

UNCLASSIFIED SERVICE

Board of managers	Rev. A. V. V. Raymond, Pres.	.....	.....	.....
	Mrs. Tracy C. Becker, Sec'y	.....	.....	.....
	Mrs. Walter Platt Cooke	.....	.....	.....
	H. A. Meldrum	.....	.....	.....
	Howard M. Witbeck	.....	.....	.....
	Philip G. Schaefer	.....	.....	.....
	William A. Douglas	.....	.....	.....

BUFFALO STATE HOSPITAL — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS			
Superintendent	Arthur W. Hurd	Aug. 7, 1895	Aug. 7, 1895	$4,600 00
First assistant physician	George W. Gorrill	Jan. 8, 1902	Mar. 7, 1911	2,600 00
Senior assistant physician	George G. Armstrong	Jan. 18, 1895	July 1, 1912	2,100 00
Senior assistant physician	Joseph B. Betts	Dec. 5, 1895	July 1, 1912	1,800 00
Senior assistant physician	Christopher Fletcher	May 1, 1912	July 1, 1912	1,800 00
Assistant physician	Francis J. Lennon	Jan. 10, 1910	Oct. 15, 1911	1,300 00
Assistant physician	George F. Harris	Mar. 21, 1911	July 1, 1912	1,200 00
Assistant physician	Herman F. May	June 10, 1910	Nov. 1, 1912	1,300 00
Assistant physician	John L. Eckel	Jan. 1, 1909	April 1, 1911	1,200 00
Woman physician	Helene Kuhlmann	Dec. 1, 1892	Dec. 1, 1892	1,600 00
Steward	John E. Culp	Aug. 17, 1891	April 1, 1898	2,100 00
Apothecary	Erwin L. Fish	Jan. 11, 1901	Jan. 11, 1901	900 00
Accountant	Dennis W. Seymour	Dec. 31, 1889	Dec. 31, 1889	1,050 00
Stenographer	Lydia M. Traenkle	July 7, 1903	July 7, 1903	750 00
Stenographer	Wava M. Adee	Nov. 5, 1902	July 21, 1904	750 00
Stenographer	Elsie M. Lytle	Sept. 6, 1905	Feb. 1, 1907	720 00
Special attendant-stenographer	Mabel F. Walker	Oct. 28, 1912	Oct. 28, 1912	519 00
Voucher and treasurer's clerk	Anne R. Meldrum	Aug. 12, 1909	Oct. 9, 1911	624 00
Special attendant-clerk	Fred Slaper	Nov. 6, 1911	Nov. 6, 1911	474 00
Chef	Charles Meroth	Sept. 13, 1912	Sept. 13, 1912	1,125 00
Overseer of laundry	Frank W. Wilkie	July 11, 1908	July 11, 1908	750 00
Chief engineer	Thomas Sutcliff	Feb. 24, 1887	Feb. 24, 1887	1,500 00
Assistant engineer	Alvin M. Creenan	Mar. 29, 1903	Mar. 24, 1906	900 00
Assistant engineer	William Goudy	Nov. 15, 1880	Nov. 15, 1880	900 00
Assistant engineer	Stephen G. Kohler	July 20, 1911	July 20, 1911	750 00
Electrical engineer	James D. Leonhard	Mar. 8, 1894	Mar. 8, 1894	1,125 00
Assistant electrical engineer	H. L. Leonard	May 1, 1896	May 1, 1896	900 00
Assistant electrical engineer	John Finley	Feb. 21, 1912	Feb. 21, 1912	750 00
	NON-COMPETITIVE CLASS			
Medical interne	Roy S. Moore	June 15, 1912	June 15, 1912	1,000 00

CENTRAL ISLIP STATE HOSPITAL

UNCLASSIFIED SERVICE

Board of managers	Robert Hibbard, President	.....	.....	.....
	Mrs. G. Stanton Floyd Jones, Secretary	.....	.....	.....
	Frank S. Williams	.....	.....	.....
	Mary E. Richmond	.....	.....	.....
	Lewis Haase	.....	.....	.....
	Martin J. White	.....	.....	.....
	Martin A. Metzner	.....	.....	.....

COMPETITIVE CLASS

Superintendent	G. A. Smith	Feb. 25, 1882	Nov. 1, 1909	6,000 00
Assistant superintendent	Marcus B. Heyman	Jan. 12, 1895	Dec. 1, 1912	3,000 00
Senior assistant physician	Horatio C. Gibson	June 29, 1892	Oct. 1, 1912	2,000 00
Senior assistant physician	Charles M. Burdick	Mar. 10, 1901	April 1, 1912	1,800 00
Senior assistant physician	George W. Mills	April 21, 1906	July 1, 1912	1,800 00
Senior assistant physician	Joseph W. Moore	June 5, 1906	July 1, 1912	1,800 00
Senior assistant physician	Charles L. Vaux	Jan. 8, 1904	July 1, 1912	1,800 00
Senior assistant physician	Geoffrey C. H. Burns	Feb. 19, 1906	July 1, 1912	1,800 00
Senior assistant physician	David Corcoran	Oct. 1, 1907	July 1, 1912	1,800 00
Senior assistant physician	Theodore W. Simon	Feb. 27, 1901	Aug. 1, 1912	1,800 00
Senior assistant physician	Albert E. Ullman	June 4, 1902	Aug. 1, 1912	1,800 00
Assistant physician	Frank Hinkley	April 27, 1903	April 1, 1905	1,600 00
Assistant physician	Edward H. Ende	Feb. 10, 1909	Mar. 1, 1911	1,300 00
Assistant physician	Ralph G. Reed	Aug. 12, 1908	Feb. 1, 1911	1,300 00
Assistant physician	John J. Harrington	Feb. 1, 1910	Oct. 1, 1911	1,300 00
Assistant physician	Louis S. London	Mar. 15, 1911	July 1, 1912	1,200 00
Assistant physician	William A. Conlon	Aug. 29, 1911	July 1, 1912	1,200 00
Assistant physician	William N. Barnhardt	Dec. 1, 1908	July 1, 1912	1,200 00
Assistant physician	J. Berton Allen	July 1, 1911	July 1, 1912	1,200 00
Woman physician	Sara L. Smalley	July 21, 1908	Dec. 15, 1909	1,300 00
Woman physician	Adeline M. Wescott	Jan. 5, 1912	June 1, 1912	1,200 00
Steward	William J. McKee	June 1, 1900	June 1, 1900	2,100 00
Assistant steward	E. J. Murray	Nov. 1, 1894	Nov. 1, 1911	1,600 00
Apothecary	Walter Tyler	Nov. 9, 1908	Nov. 9, 1908	1,200 00

CENTRAL ISLIP STATE HOSPITAL — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Dentist	Emma S. Westfehling	Nov. 17, 1911	Nov. 17, 1911	$900 00
Bookkeeper	George D. Sanford	April 1, 1893	June 1, 1912	1,200 00
Accountant	William B. Scheiber	Jan. 16, 1907	May 1, 1912	900 00
Stenographer	James F. Tracey	Dec. 14, 1908	Dec. 14, 1908	846 00
Stenographer	James F. Tracy	Nov. 15, 1910	Nov. 15, 1910	798 00
Stenographer	Matthew D. Davison	Nov. 12, 1903	July 31, 1911	774 00
Stenographer	Howard A. Kelly	Mar. 11, 1912	Mar. 11, 1912	750 00
Stenographer	Hans Wiedenkeller	Aug. 1, 1912	Aug. 1, 1912	750 00
Stenographer	Anna Serby	April 4, 1910	Dec. 26, 1910	624 00
Stenographer	Florence M. Strauss	Aug. 1, 1912	Aug. 1, 1912	600 00
Stenographer	Maude J. Patterson	Sept. 23, 1911	Dec. 22, 1912	600 00
Special attendant-stenographer	Joseph U. Harris	Aug. 20, 1912	Aug. 20, 1912	450 00
Special attendant-stenographer	E. Teresa McGrath	Aug. 26, 1912	Aug. 26, 1912	375 00
Special attendant-stenographer	Lillian E. Fisher	Sept. 1, 1912	Sept. 1, 1912	375 00
Clerk	Morris Goldberg	Oct. 21, 1912	Oct. 21, 1912	600 00
Supervisor of stores	Patrick J. Bradley	Sept. 20, 1898	Oct. 26, 1906	900 00
Superintendent, nurses' training school	Julia A. Duffy	July 15, 1911	July 15, 1911	1,200 00
Chef	Henry G. Perry	Nov. 1, 1901	Aug. 1, 1902	1,125 00
Chef	William Miller	May 27, 1890	Aug. 1, 1906	1,125 00
Laundry supervisor	Clyde H. Conrad	Mar. 12, 1912	Mar. 12, 1912	900 00
Chief engineer	H. S. L'Hommedieu	Aug. 23, 1897	May 12, 1910	1,500 00
Assistant engineer	Charles Bollinger	Nov. 1, 1901	Sept. 1, 1904	900 00
Assistant steam engineer	John Bentley	Oct. 15, 1895	Mar. 19, 1908	900 00
Assistant steam engineer	George B. Smith	July 1, 1910	July 1, 1910	750 00
Assistant electrical engineer	John J. Mulligan	Nov. 7, 1899	Jan. 1, 1900	900 00
Assistant electrical engineer	William Eckler	April 9, 1903	April 9, 1903	900 00
Assistant electrical engineer	Ernest R. Dow	July 10, 1905	Feb. 1, 1911	750 00

NON-COMPETITIVE CLASS

Medical interne	James K. Donoghue	Sept. 8, 1911	Sept. 8, 1911	1,000 00
Medical interne	Henry S. Fruitnight	June 1, 1912	June 1, 1912	1,000 00
Medical interne	Harry Elkins	July 5, 1912	July 5, 1912	1,000 00
Medical interne	Dayton Wiggins	July 10, 1912	July 10, 1912	1,000 00
Medical interne	Milton M. Grover	July 20, 1912	July 20, 1912	1,000 00
Medical interne	John L. Van de Mark	Aug. 1, 1912	Aug. 1, 1912	1,000 00

DANNEMORA STATE HOSPITAL

COMPETITIVE CLASS

Superintendent	Charles H. North	Nov. 1, 1900	Dec. 16, 1904	4,200 00
First assistant physician	Raymond Kieb	Mar. 3, 1905	July 16, 1910	2,600 00
Assistant physician	Roger Dexter	Nov. 15, 1907	May 1, 1910	1,400 00
Assistant physician	Frank E. Spencer	Feb. 12, 1910	June 1, 1912	1,200 00
Steward	James H. Kurtz	Jan. 15, 1901	Jan. 1, 1907	2,100 00
Stenographer	Daisy Signor	July 16, 1910	July 16, 1910	864 00
Stenographer	Edith E. McNaught	April 18, 1911	April 18, 1911	600 00
Trained nurse	W. F. McNaught	April 1, 1910	April 1, 1910	660 00
Chief engineer	Fred Chapell	Oct. 31, 1900	June 1, 1907	1,368 00
Assistant steam engineer	Collins Chapell	Mar. 8, 1901	May 10, 1905	1,032 00
Assistant electrical engineer	George D. Myers	Feb. 1, 1909	June 16, 1910	960 00

GOWANDA STATE HOMEOPATHIC HOSPITAL

UNCLASSIFIED SERVICE

Board of managers	Edwin H. Wolcott, President.	.....	.....	.....
	Fred J. Blackmon, Secretary.	.....	.....	.....
	Mary B. Shepard	.....	.....	.....
	Eugene H. Porter	.....	.....	.....
	Albert J. Frantz	.....	.....	.....
	Laura K. Larmouth	.....	.....	.....
	Franklin E. Bard	.....	.....	.....

COMPETITIVE CLASS

Superintendent	Daniel H. Arthur	Mar. 9, 1898	Mar. 9, 1898	4,600 00
First assistant physician	Clarence A. Potter	Dec. 8, 1897	Sept. 1, 1904	2,600 00

GOWANDA STATE HOMEOPATHIC HOSPITAL — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Senior assistant physician	Carl von A. Schneider	July 19, 1906	July 1, 1912	$1,800 00
Assistant physician	Earle V. Gray	May 1, 1909	Oct. 1, 1911	1,300 00
Assistant physician	F. P. Schenkelberger	Mar. 1, 1911	July 1, 1912	1,200 00
Assistant physician	Percy R. Vessie	April 7, 1911	July 1, 1912	1,200 00
Woman physician	Anna E. Perkins	Nov. 1, 1906	Aug. 1, 1908	1,400 00
Matron	Olive A. Carpenter	July 27, 1898	July 27, 1898	900 00
Steward	Earl R. Quackenbush	Aug. —, 1898	Aug. —, 1898	2,100 00
Storekeeper	Henry T. Frank	Dec. 16, 1910	Dec. 16, 1910	648 00
Pharmacist	Andrew W. McLaughlin	June 4, 1906	June 4, 1906	900 00
Stenographer	Robert Webster	Mar. 17, 1902	Mar. 17, 1902	900 00
Stenographer	Raymond E. Cook	Oct. 5, 1911	Oct. 5, 1911	774 00
Junior clerk	Jessie M. Decker	May 24, 1911	May 24, 1911	411 00
Special attendant-typewriter copyist	Emma Olskey	June 15, 1912	June 15, 1912	387 00
Special attendant-instructor in industrial work	Alice Kliest	April 1, 1909	June 1, 1912	387 00
Bookkeeper	Lynn A. Rew	July 24, 1901	Aug. 7, 1911	1,074 00
Voucher clerk	William W. Parry	Dec. 2, 1912	Dec. 2, 1912	600 00
Telephone operator	Eliza Hartrick	Nov. 1, 1910	Nov. 1, 1910	411 00
Superintendent of nurses' training school	Delia M. Phillips	Mar. 5, 1912	Mar. 5, 1912	1,200 00
Laundry overseer	Sidney W. Hines	Feb. 6, 1912	Feb. 6, 1912	750 00
Chef	Abel G. Long	Dec. 27, 1906	Dec. 27, 1906	1,125 00
Chief engineer	John D. Hallock	Sept. 29, 1902	Sept. 29, 1902	1,500 00
Assistant steam engineer	James J. Gaffney	Aug. 1, 1898	Oct. 1, 1901	900 00
Assistant steam engineer	Claude L. Sherman	Feb. 20, 1899	Nov. 1, 1905	750 00
Assistant steam engineer	George W. Day	Mar. 25, 1904	Oct. 1, 1911	750 00
Assistant electrical engineer	William H. Andres	June 3, 1901	Sept. 11, 1911	900 00

HUDSON RIVER STATE HOSPITAL, POUGHKEEPSIE

Unclassified Service

Board of managers	Reginald W. Rives, President.	.....	.....	.....
	Peter H. Troy, Secretary	.....	.....	.....
	Catherine A. Newbold	.....	.....	.....
	Myra Avery	.....	.....	.....
	Frank B. Lown	.....	.....	.....
	E. Lyman Brown	.....	.....	.....
	W. B. Dinsmore	.....	.....	.....

Competitive Class

Superintendent	Charles W. Pilgrim	May 1, 1893	May 1, 1893	4,600 00
First assistant physician	Frederick W. Parsons	June 15, 1902	Mar. 1, 1911	2,600 00
Senior assistant physician	William J. Cavanaugh	Jan. 8, 1901	July 1, 1912	1,800 00
Senior assistant physician	Willis E. Merriman, Jr.	July 10, 1899	July 1, 1912	1,800 00
Senior assistant physician	Mortimer W. Raynor	Mar. 2, 1907	July 1, 1912	1,800 00
Senior assistant physician	Howard Carpenter	Aug. 8, 1907	July 1, 1912	1,800 00
Assistant physician	Samuel F. Mellen	Oct. 1, 1894	Oct. 8, 1901	1,600 00
Assistant physician	Percy L. Dodge	April 16, 1909	Aug. 5, 1911	1,400 00
Assistant physician	R. D. Helmer	Nov. 15, 1910	Aug. 1, 1911	1,300 00
Assistant physician	William C. Porter	July 6, 1908	Mar. 1, 1911	1,200 00
Assistant physician	Archibald W. Thomson	Dec. 1, 1910	July 1, 1912	1,200 00
Assistant physician	Clarence L. Sicard	July 10, 1911	July 1, 1912	1,200 00
Assistant physician	Grover T. De La Hoyde	May 20, 1911	July 1, 1912	1,200 00
Woman physician	Barbara L. Curtis	Sept. 1, 1908	Sept. 1, 1908	1,400 00
Woman physician	Blanche M. Dennes	Jan. 1, 1909	Jan. 1, 1909	1,400 00
Woman physician	Florence A. King	Mar. 20, 1911	May 13, 1912	1,200 00
Woman physician	Leona E. Todd	May 20, 1911	May 20, 1911	1,200 00
Steward	George R. Fiaton	Oct. 1, 1893	Aug. 1, 1906	2,100 00
Bookkeeper	William R. Wright	Jan. 26, 1886	Aug. 1, 1906	1,200 00
Apothecary	Howard E. Hoag	Sept. 14, 1891	Sept. 14, 1891	900 00
Assistant steward	John R. Heilman	June 1, 1904	Dec. 9, 1912	1,500 00
Superintendent of nurses	Margaret J. Glancy	Aug. 9, 1898	May 1, 1911	1,200 00
Stenographer and voucher clerk	Mary A. Gallagher	Jan. 25, 1901	Oct. 1, 1904	750 00
Stenographer	Albert D. Spencer	Feb. 22, 1904	Nov. 8, 1908	900 00
Stenographer	Frances L. Shea	Aug. 1, 1911	Dec. 26, 1911	624 00

HUDSON RIVER STATE HOSPITAL, POUGHKEEPSIE — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Stenographer	Jennie F. Manning	Jan. 1, 1913	Jan. 1, 1913	$600 00
Storekeeper	Edward Hopkins	July —, 1898	Aug. 15, 1912	600 00
Laundry supervisor	Frank E. Botsford	Mar. 17, 1904	Mar. 17, 1904	900 00
Chef	George G. Lozier	Nov. 5, 1898	Sept. 1, 1908	1,125 00
Chief engineer	Louis J. Cobey	May 18, 1896	Jan. 1, 1897	1,500 00
Assistant engineer	Paul Faivre	Oct. 9, 1894	Oct. 9, 1894	900 00
Assistant engineer	John Shea	Jan. 5, 1880	Jan. 5, 1880	900 00
Assistant engineer	John W. Rownan	Jan. 29, 1889	Jan. 29, 1889	600 00
Chief electrical engineer	L. A. Krum	Aug. 14, 1900	Aug. 1, 1902	1,125 00
Assistant electrical engineer	James Smith	Aug. 22, 1890	Aug. 22, 1890	750 00
Assistant electrical engineer	William T. Latimer	July 26, 1896	Aug. 1, 1902	750 00
Supervising carpenter	John Nuhn	April 8, 1907	April 8, 1907	1,200 00

KINGS PARK STATE HOSPITAL

UNCLASSIFIED SERVICE

Board of managers	Charles E. Teale, President	.....	.....	.....
	Rev. John C. York, Secretary	.....	.....	.....
	Mary M. Ackerly	.....	.....	.....
	Albert E. Kleinert	.....	.....	.....
	Matthew J. Tobin	.....	.....	.....
	Regina T. Sherwood	.....	.....	.....
	Alexander McKinny	.....	.....	.....
	COMPETITIVE CLASS			
Superintendent	W. A. Macy	Jan. 1, 1897	June 1, 1904	4,600 00
First assistant physician	C. Floyd Haviland	Dec. 29, 1896	April 26, 1910	2,600 00
First assistant physician	A. J. Rosanoff	Oct. 22, 1901	Jan. 1, 1912	2,600 00

Senior assistant physician	Walter H. Sanford	April 1, 1911	July 1, 1912	1,800 00
Senior assistant physician	Chester L. Carlisle	Sept. 1, 1911	July 1, 1912	1,800 00
Senior assistant physician	Calvin B. West	Jan. 1, 1912	July 1, 1912	1,800 00
Senior assistant physician	Philip C. Washburn	Mar. 31, 1904	Oct. 1, 1912	1,800 00
Assistant physician	William H. Hagenbuch	June 15, 1896	June 15, 1896	1,600 00
Assistant physician	Harriet F. Coffin	Sept. 1, 1907	Oct. 1, 1908	1,600 00
Assistant physician	Russell E. Blaisdell	Aug. 15, 1906	May 1, 1912	1,600 00
Assistant physician	Anna Craig	May 6, 1898	July 1, 1912	1,600 00
Assistant physician	Nell W. Bartram	June 6, 1909	Oct. 1, 1910	1,400 00
Assistant physician	Bernard Feldstein	April 1, 1911	Dec. 1, 1911	1,300 00
Assistant physician	Charles S. Parker	Oct. 1, 1910	Dec. 1, 1911	1,300 00
Assistant physician	Joseph H. Shuffleton	Jan. 2, 1911	Mar. 15, 1912	1,200 00
Assistant physician	R. G. Eaton	April 25, 1911	Mar. 15, 1912	1,200 00
Assistant physician	Delmar B. Durgin	Oct. 1, 1910	Mar. 15, 1912	1,200 00
Assistant physician	Mary R. Bowman	Mar. 4, 1912	July 1, 1912	1,200 00
Woman physician	Inez A. Bentley	Dec. 16, 1907	Dec. 16, 1907	1,500 00
Steward	Charles S. Pitcher	July 16, 1901	July 16, 1901	2,100 00
Assistant steward	M. I. Hogan	July 16, 1900	Jan. 4, 1912	1,500 00
Apothecary	George E. Ferguson	Nov. 3, 1903	Nov. 3, 1903	900 00
Odontologist	Edna M. Condé	Nov. 17, 1912	Nov. 17, 1912	900 00
Bookkeeper	Oliver F. Reed	May 12, 1899	June 19, 1907	1,170 00
Bookkeeper	Michael J. Dooling	Jan. 8, 1912	Jan. 8, 1912	1,050 00
Superintendent of nurses' training school	Ida M. Marker	April 1, 1911	April 1, 1911	1,200 00
Stenographer	Harry A. Hecox	Oct. 16, 1902	Oct. 16, 1902	900 00
Stenographer	Leo Siegel	June 1, 1909	June 1, 1909	822 00
Stenographer	Charles W. Smith	July 28, 1911	July 28, 1911	774 00
Stenographer	Charles H. Smith	Aug. 12, 1912	Aug. 12, 1912	750 00
Stenographer	William A. Fitzgibbons	Aug. 23, 1912	Aug. 23, 1912	750 00
Stenographer	Sara H. Sloane	May 25, 1910	May 25, 1910	648 00
Stenographer	Henrietta Hoverkamp	Nov. 6, 1911	Nov. 6, 1911	624 00
Stenographer	Jennie B. Gibson	Jan. 3, 1911	Jan. 3, 1911	624 00
Stenographer	Isabelle I. Siegel	Oct. 1, 1910	Oct. 1, 1910	600 00
Stenographer	Susan E. Hoffman	July 1, 1912	July 1, 1912	600 00
Storekeeper	Nathaniel D. Musson	Jan. 3, 1911	Jan. 3, 1911	624 00
Voucher clerk	Frank L. Suphan	April 12, 1912	Nov. 25, 1912	600 00
Special attendant-clerk	Rose L. Mendelsohn	April 6, 1910	April 6, 1910	435 00
Special attendant-clerk	Louis Pindler	May 1, 1912	May 1, 1912	462 00

KINGS PARK STATE HOSPITAL — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Supervising chef	William Golden	April 20, 1899	April 1, 1912	$1,200 00
Laundry supervisor	William Shannon	Nov. 1, 1882	Dec. 16, 1907	1,000 00
Master mechanic	Thorwald Anderson	Nov. 16, 1899	Nov. 11, 1911	1,500 00
Chief engineer	James McGiveran	Sept. 6, 1898	Sept. 3, 1902	1,500 00
Electrical engineer	John J. McCarthy	April 26, 1900	Oct. 20, 1911	1,125 00
Assistant engineer	Louis B. Phillips	June 1, 1906	June 1, 1906	900 00
Assistant engineer	Walter Dalton	Feb. 6, 1908	April 14, 1910	900 00
Assistant engineer	Andrew Cooney	Nov. 21, 1911	Nov. 21, 1911	750 00
Assistant steam engineer	George A. Goodwin	Jan. 15, 1912	Jan. 15, 1912	750 00
	NON-COMPETITIVE CLASS			
Medical interne	R. Grant Barry	June 7, 1912	June 7, 1912	1,000 00
Medical interne	Howard T. Paffard	May 27, 1912	May 27, 1912	1,000 00
Medical interne	Harry A. Steckel	Sept. 1, 1912	Sept. 1, 1912	1,000 00
Medical interne	I. J. Furman	July 16, 1912	July 16, 1912	1,000 00
Medical interne	Helena B. Pierson	Nov. 16, 1912	Nov. 16, 1912	1,000 00

LONG ISLAND STATE HOSPITAL, BROOKLYN

UNCLASSIFIED SERVICE

Board of managers	Alexander E. Orr, President	.....	.....	.....
	Mabel L. Hastings, Secretary	.....	.....	.....
	Hugo Hirsh	.....	.....	.....
	James McMahon	.....	.....	.....
	Richard W. Bainbridge	.....	.....	.....
	Grace W. Whitehall	.....	.....	.....
	Michael F. McGoldrick	.....	.....	.....

COMPETITIVE CLASS

Superintendent	Elbert M. Somers	Dec. 23, 1894	Jan. 17, 1912	3,600 00
First assistant physician	Ira O. Tracy	July 28, 1890	July 28, 1890	2,700 00
Senior assistant physician	Erving Holley	Aug. 1, 1911	July 1, 1912	1,800 00
Senior physician	Joseph Smith	July 19, 1905	July 1, 1912	1,800 00
Assistant physician	Jacob T. Krause	Dec. 16, 1911	July 1, 1912	1,200 00
Woman physician	Anna M. Agnew	April 16, 1907	April 16, 1907	1,500 00
Superintendent, nurses' training school	Helen V. Clune	Nov. 5, 1904	May 1, 1911	900 00
Steward	William L. Buck	June 1, 1900	June 1, 1900	2,100 00
Apothecary	F. W. Scott, Jr.	Dec. 3, 1906	Dec. 3, 1906	900 00
Stenographer	Mary E. Patterson	Dec. 1, 1895	Dec. 1, 1895	750 00
Stenographer	Jennie H. Hall	Aug. 1, 1900	Oct. 1, 1902	750 00
Stenographer	Margaret S. Shufelt	Aug. 3, 1910	Aug. 3, 1910	624 00
Stenographer	Elizabeth Odsted	Jan. 23, 1911	Nov. 4, 1912	600 00
Special attendant-bookkeeper	James Q. Thompson	Nov. 4, 1909	Aug. 1, 1910	498 00
Special attendant-voucher and treasurer's clerk	Mary H. Clay	Feb. 17, 1892	Oct. 1, 1907	450 00
Storekeeper	Joseph H. Midwood	Oct. 14, 1910	May 1, 1912	600 00
Special attendant-assistant storekeeper	John McTernan	June 25, 1912	June 25, 1912	462 00
Chief engineer	Franz B. Kellogg	April 25, 1911	April 25, 1911	1,500 00
Assistant electrical engineer	Walter J. Cills	Feb. 23, 1911	Mar. 16, 1912	750 00
Assistant engineer	Rudolph W. Heutschel	Nov. 1, 1909	Nov. 1, 1909	900 00
Laundry overseer	Gustav Alfred Edelman	Mar. 24, 1903	Mar. 24, 1903	750 00

MANHATTAN STATE HOSPITAL

UNCLASSIFIED SERVICE

Board of managers	Gustav Scholer, Secretary	.....	.....	.....
	Grace Gillette Bird	.....	.....	.....
	Thomas M. Mulry	.....	.....	.....
	Whitman V. White	.....	.....	.....
	Julia Kemp West	.....	.....	.....
	James B. Regan	.....	.....	.....
	Edward T. Moriarity	.....	.....	.....

EXEMPT CLASS

Chaplain	Sherwood Roosevelt	Feb. 1, 1911	Feb. 1, 1911	450 00
Chaplain	Rufus C. Duff	April 1, 1903	April 1, 1903	450 00
Chaplain	Alvin P. Knell	Nov. 22, 1907	Nov. 22, 1907	450 00

MANHATTAN STATE HOSPITAL — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation.
	COMPETITIVE CLASS			
Superintendent	William Mabon	Oct. 1, 1896	April 24, 1906	$6,000 00
Director in clinical psychiatry	George H. Kirby	Oct. 4, 1902	May 1, 1908	2,600 00
First assistant physician	Herman C. Evarts	Feb. 22, 1889	June 1, 1900	2,600 00
First assistant physician	John T. W. Rowe	July 9, 1885	July 9, 1885	2,600 00
Senior assistant physician	Dwight S. Spellman	Dec. —, 1889	July 1, 1912	2,100 00
Senior assistant physician	William C. Garvin	Oct. 12, 1905	July 1, 1912	1,800 00
Senior assistant physician	John R. Knapp	June —, 1896	July 1, 1912	1,800 00
Senior assistant physician	Philip Smith	Mar. 28, 1904	July 1, 1912	1,800 00
Senior assistant physician	Frank R. Haviland	Oct. 15, 1903	July 1, 1912	1,800 00
Senior assistant physician	Ralph P. Folsom	June 2, 1908	July 1, 1912	1,800 00
Senior assistant physician	Sylvester R. Leahy	Aug. 5, 1909	Jan. 1, 1913	1,800 00
Assistant physician	Arthur M. Phillips	April 1, 1904	May 12, 1906	1,600 00
Assistant physician	Ernest M. Poate	Jan. 27, 1908	Jan. 3, 1911	1,400 00
Assistant physician	Elizabeth S. Hellweg	May 18, 1909	Aug. 1, 1911	1,300 00
Assistant physician	Arthur E. Soper	Sept. 10, 1911	July 1, 1912	1,200 00
Assistant physician	James P. Kelleher	April 22, 1911	July 1, 1912	1,200 00
Assistant physician	Edmund J. Barnes	Oct. 1, 1910	Feb. 1, 1912	1,200 00
Assistant physician	Amos E. Barton	Jan. 1, 1912	July 25, 1912	1,200 00
Assistant physician	Gerhard L. Moench	Aug. 1, 1910	July 1, 1912	1,200 00
Woman physician	Anna E. Hutchinson	July 1, 1896	July 1, 1896	1,600 00
Steward	George P. Watson	Feb. 1, 1908	Feb. 1, 1910	2,100 00
Assistant steward	Edward F. Lawrence	April 1, 1904	July 1, 1911	1,500 00
Supervisor of stores	Thomas Carroll	Jan. 1, 1895	Feb. 1, 1909	900 00
Bookkeeper and assistant paymaster	Michael F. Bradley	Dec. 1, 1899	June 13, 1900	1,400 00
Bookkeeper	Jesse A. Cotter	Mar. 22, 1906	Sept. 1, 1911	1,074 00
Apothecary	Harry McG. King	Dec. 3, 1906	Dec. 3, 1906	1,200 00
Pathologist	Charles I. Lambert	May 23, 1904	Oct. 1, 1910	2,600 00
Matron and director of women's industries	Annie F. Jestley	Nov. 3, 1896	Feb. 1, 1909	1,200 00

Assistant matron	Laura Weller	Feb. 28, 1909	Nov. 18, 1911	600 00
After-care agent	Elizabeth H. Horton	Nov. 1, 1911	Nov. 1, 1911	1,200 00
After-care agent	Mary Elizabeth Dunn	Dec. 5, 1911	Dec. 5, 1911	780 00
Superintendent, nurses' training school	Ella B. Kurtz	June 5, 1911	June 5, 1911	1,200 00
Stenographer and secretary	Katherine L. McCracken	Dec. 26, 1901	Nov. 1, 1911	900 00
Stenographer	Owen F. Darcy	Mar. 16, 1904	Mar. 16, 1904	900 00
Stenographer	William J. Moore	Dec. 26, 1911	Dec. 26, 1911	774 00
Stenographer	Manus A. O'Donnell	Sept. 1, 1911	Sept. 1, 1911	774 00
Stenographer	Arthur L. Thompson	Aug. 21, 1911	Aug. 21, 1911	774 00
Stenographer	Halcydine S. Whittington	May 13, 1903	May 13, 1903	750 00
Stenographer	George M. Francis	Feb. 15, 1912	Feb. 15, 1912	750 00
Stenographer	Katherine F. Murray	Nov. 1, 1908	Feb. 16, 1911	696 00
Stenographer	May A. Hulbert	Oct. 1, 1908	Oct. 1, 1908	696 00
Stenographer	Ada W. Lighthall	Dec. 26, 1901	Feb. 8, 1912	696 00
Stenographer	Anna V. Clune	Mar. 1, 1909	Mar. 1, 1909	672 00
Stenographer	Mae M. Clune	Mar. 1, 1909	Mar. 1, 1909	672 00
Stenographer	Margaret R. Foy	Sept. 15, 1910	Sept. 15, 1910	648 00
Stenographer	Anna G. Graham	June 15, 1911	June 15, 1911	624 00
Stenographer	Gertrude E. Hanrahan	Aug. 7, 1911	April 15, 1912	600 00
Special attendant-typewriter copyist	James J. Prior	Oct. 1, 1912	Oct. 1, 1912	450 00
Special attendant-clerk	Harry S. Cohen	April 15, 1912	April 15, 1912	474 00
Junior clerk	Jacob M. Poss	Oct. 16, 1911	Oct. 16, 1911	474 00
Junior clerk	John Collins	Jan. 12, 1912	Jan. 12, 1912	462 00
Special attendant-junior clerk	Gerald C. Weston	Sept. 2, 1912	Sept. 2, 1912	450 00
Telephone operator	Laura B. McDowell	Feb. 10, 1909	Feb. 10, 1909	450 00
Telephone operator	William A. Patterson	July 16, 1912	July 16, 1912	450 00
Laundry supervisor	Harry Berkowitz	Sept. 20, 1906	July 1, 1907	1,000 00
Chief engineer	Randell S. Dedrick	Aug. 29, 1903	Oct. 1, 1903	1,500 00
Chief engineer	William H. McDowell	Mar. 5, 1900	Mar. 5, 1900	1,500 00
Assistant engineer	Thomas Carroll	May —, 1890	Dec. 1, 1906	900 00
Assistant steam engineer	Franklin S. Whitman	Nov. 26, 1906	Nov. 26, 1906	900 00
Assistant steam engineer	Frank Lowe	Feb. 14, 1904	April 7, 1906	900 00
Electrical engineer	Thomas Leonard	Nov. 1, 1900	Oct. 1, 1906	1,125 00
Electrical engineer	Charles E. McKane	June 20, 1902	Jan. 1, 1908	900 00
Assistant electrical engineer	Elmer L. Jones	Nov. 9, 1905	Dec. 29, 1911	900 00
Assistant electrical engineer	James Tubridge	Dec. 9, 1911	Dec. 9, 1911	900 00
Assistant electrical engineer	Clarence H. Ketcham	Jan. 23, 1911	Oct. 19, 1911	900 00

MANHATTAN STATE HOSPITAL — (*concluded*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Marine engineer	John J. Barry	Sept. 18, 1899	Jan. 7, 1903	$1,050 00
Marine engineer	James Keenan	Feb. 13, 1911	May 2, 1911	1,050 00
Assistant marine engineer	Richard F. Gormley	June 1, 1908	Mar. 22, 1909	900 00
Chef	William J. Oshinsky	Dec. 1, 1910	Dec. 1, 1910	1,125 00
Farm manager	Jeremiah Mahoney	Sept. —, 1896	Feb. 1, 1912	900 00
	NON-COMPETITIVE CLASS			
Medical interne	Clarence B. Obendorf	May 31, 1909	May 31, 1909	1,000 00
Medical interne	Margarete Darvas	July 1, 1911	July 1, 1911	1,000 00
Medical interne	Eugene N. Boudreau	July 1, 1912	July 1, 1912	1,000 00
Medical interne	James F. Vavasour	June 19, 1912	June 19, 1912	1,000 00
Medical interne	Le Roy C. Grau	Feb. 18, 1912	June 3, 1912	1,000 00
Medical interne	Fred J. Conzelman	Sept. 1, 1912	Sept. 1, 1912	1,000 00
Medical interne	Morris M. Sherman	Nov. 1, 1912	Nov. 1, 1912	1,000 00
Medical interne	Frederick D. Devendorf	Nov. 30, 1912	Nov. 30, 1912	1,000 00
	MATTEAWAN STATE HOSPITAL			
	COMPETITIVE CLASS			
Superintendent	John W. Russell	Aug. 23, 1911	April 5, 1912	3,600 00
First assistant physician	Roy L. Leak	Nov. 4, 1903	June 20, 1912	2,600 00
Assistant physician	Clarence L. Russell	June 1, 1909	Sept. 1, 1911	1,400 00
Assistant physician	Blakely R. Webster	May 5, 1912	July 1, 1912	1,200 00
Bookkeeper	Karl E. Alderman	May 15, 1911	Nov. 6, 1912	750 00
Stenographer	Catherine Bernhardt	Oct. 9, 1911	Oct. 9, 1911	624 00
Stenographer	Nellie F. Greening	Oct. 2, 1911	Oct. 2, 1911	624 00
Junior clerk	Frieda E. Taylor	May 25, 1908	July 1, 1911	600 00
Laundry overseer	James F. Maher	May 20, 1892	Jan. 1, 1911	750 00

Steward	Wm. A. L. Thomas	May 4, 1897	Aug. 15, 1901	2,100 00
Storekeeper	John J. Murphy	April 4, 1903	Nov. 6, 1903	750 00
Chief steam engineer	David Clark	July 5, 1900	July 5, 1900	1,500 00
Assistant steam engineer	Horace F. Johnson	Nov. 5, 1901	Nov. 5, 1901	900 00
Assistant steam engineer	Thomas Malloy	Aug. 14, 1906	Aug. 14, 1906	750 00
Electrician	Patrick Keating	Sept. 25, 1899	Oct. 1, 1905	900 00
	NON-COMPETITIVE CLASS			
Medical interne	J. Hudson Blauvelt	Oct. 16, 1911	Oct. 16, 1911	1,000 00
Medical interne	James F. Roohan	Aug. 12, 1912	Aug. 12, 1912	1,000 00

MIDDLETOWN STATE HOMEOPATHIC HOSPITAL

	UNCLASSIFIED SERVICE			
Board of managers	William H. Rogers, President	.....	.....	.....
	Charles L. Mead, Secretary	.....	.....	.....
	Michael N. Kane	.....	.....	.....
	Henry Bacon	.....	.....	.....
	May O. Langhaar	.....	.....	.....
	Julia M. Carey	.....	.....	.....
	John C. R. Taylor	.....	.....	.....
	COMPETITIVE CLASS			
Superintendent	Maurice C. Ashley	Sept. 15, 1886	July 25, 1902	4,500 00
First assistant physician	Robert C. Woodman	June 1, 1898	Oct. 1, 1902	2,600 00
Senior assistant physician	George F. Brewster	June 1, 1902	July 1, 1912	2,100 00
Assistant physician	Arthur S. Moore	Mar. 3, 1904	Oct. 1, 1906	1,600 00
Assistant physician	Nelson W. Thompson	Oct. 1, 1905	Oct. 1, 1910	1,400 00
Assistant physician	William E. Kelly	Dec. 12, 1910	July 1, 1912	1,200 00
Assistant physician	Elijah S. Burdsall	Feb. 23, 1912	Dec. 1, 1912	1,200 00
Woman physician	Julia F. Fish	July 24, 1906	Oct. 1, 1909	1,300 00
Steward	Henry J. Leonard	Sept. 22, 1879	June 1, 1896	2,100 00
Matron	Mary L. Manning	Sept. 1, 1911	Sept. 1, 1911	804 00
Apothecary	Dan W. Rich	Sept. 10, 1903	Sept. 10, 1903	900 00
Stenographer	Elizabeth F. Moran	Aug. 1, 1883	Jan. 29, 1889	750 00
Stenographer	Rebecca M. Woodruff	Sept. 15, 1907	Dec. 1, 1908	696 00
Stenographer	Maybel E. Farrington	July 18, 1910	Nov. 9, 1912	600 00

MIDDLETOWN STATE HOMEOPATHIC HOSPITAL — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Bookkeeper	Seth R. Leonard	Feb. 4, 1883	June 24, 1896	$1,200 00
Accountant	Charles H. Coon	Nov. 1, 1896	April 15, 1912	900 00
Voucher and treasurer's clerk	Wesley D. Robinson	April 1, 1896	April 1, 1896	750 00
Special attendant-clerk	Mary E. Casey	Jan. 1, 1913	Jan. 1, 1913	375 00
Supervisor of stores	Charles S. Warner	Oct. 1, 1885	Oct. 1, 1911	900 00
Laundry supervisor	David Arnoys	Nov. 1, 1883	Oct. 1, 1911	900 00
Chief engineer	Willis A. Roth	Feb. 2, 1903	Feb. 2, 1903	1,500 00
Engineer	Charles L. Green	Aug. 1, 1889	Aug. 1, 1889	900 00
Electrical engineer	Thomas J. Morris	April 1, 1891	April 1, 1891	1,125 00
Assistant electrical engineer	Eugene Merrill	May 15, 1905	Aug. 8, 1906	750 00
Assistant electrical engineer	Charles D. Crawford	Oct. 1, 1893	Mar. 11, 1912	750 00
	NON-COMPETITIVE CLASS			
Medical interne	Samuel B. Pond	May 10, 1912	May 10, 1912	1,000 00
Medical interne	Harry B. Blossom	Nov. 9, 1912	Nov. 9, 1912	1,000 00

MOHANSIC STATE HOSPITAL

UNCLASSIFIED SERVICE

Board of managers	Andrew J. Shipman, President	.....	.....	.....
	Mary Flexner, Secretary	.....	.....	.....
	Helen M. Gould	.....	.....	.....
	William D. Granger	.....	.....	.....
	Frank Tucker	.....	.....	.....
	John C. Clark	.....	.....	.....
	Arthur O. Sherman	.....	.....	.....

COMPETITIVE CLASS

Superintendent	Isham G. Harris	Nov. 16, 1891	Aug. 1, 1910	3,700 00
Farm manager and steward	Joseph Davis	Feb. 16, 1912	Feb. 16, 1912	1,500 00
Stenographer	John J. Flynn	Sept. 18, 1911	Sept. 18, 1911	774 00

ROCHESTER STATE HOSPITAL

UNCLASSIFIED SERVICE

Board of managers	Jane Rochester, President	.....	.....	.....
	George H. Smith, Secretary	.....	.....	.....
	Thomas A. O'Hare	.....	.....	.....
	Lillie B. Werner	.....	.....	.....
	Frederick C. Malling	.....	.....	.....
	John H. Gregory	.....	.....	.....
	Joseph W. Rosenthal	.....	.....	.....

COMPETITIVE CLASS

Superintendent	E. H. Howard	April 1, 1885	April 1, 1885	4,600 00
First assistant physician	E. B. Potter	May 1, 1883	May 1, 1883	2,600 00
Senior assistant physician	Willard H. Veeder	Oct. 1, 1905	July 1, 1912	1,800 00
Assistant physician	Irving L. Walker	May 15, 1900	Mar. 1, 1906	1,600 00
Assistant physician	Mary A. Nickerson	Oct. 1, 1908	Jan. 1, 1912	1,300 00
Assistant physician	Sarah Pierson	Oct. 1, 1908	Jan. 1, 1912	1,300 00
Woman physician	Eveline P. Ballantine	July 1, 1891	July 1, 1891	1,600 00
Steward	C. L. West	Feb. 1, 1910	June 1, 1911	2,000 00
Bookkeeper	Ralph B. Wood	July 10, 1911	July 10, 1911	1,074 00
Accountant	George W. Scism	Nov. 1, 1911	Nov. 1, 1911	924 00
Superintendent, hospital training school	Mary E. Bell	July 1, 1891	Oct. 10, 1908	1,200 00
Apothecary	M. R. Newstead	Sept. 10, 1912	Sept. 10, 1912	900 00
Voucher and treasurer's clerk	Ellen F. Hennessy	Aug. 26, 1902	Oct. 22, 1906	750 00
Stenographer	William J. Gibson	July 11, 1906	Sept. 1, 1909	822 00
Stenographer	Francis McHugh	April 1, 1905	Sept. 1, 1909	822 00
Stenographer	Minnie E. Clarke	Sept. 21, 1910	Mar. 1, 1911	624 00
Storekeeper	William H. Osborne	July 3, 1911	Oct. 7, 1911	624 00
Laundry overseer	Thomas Burns	Aug. 27, 1898	Nov. 1, 1906	750 00
Chief engineer	George Hennegan	Sept. 30, 1893	Sept. 30, 1893	1,500 00

ROCHESTER STATE HOSPITAL — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Engineer	Edward Finnerty	July 1, 1891	Aug. 1, 1905	$900 00
Electrical engineer	Joseph Cook	July 1, 1891	July 1, 1891	900 00
Assistant electrical engineer	Danforth Budlong	April 17, 1894	Oct. 1, 1907	900 00
Assistant engineer	Roy D. Scott	Nov. 1, 1905	Jan. 1, 1911	750 00
	NON-COMPETITIVE CLASS			
Medical interne	Abraham P. Terk	June 1, 1911	June 1, 1911	1,000 00
Medical interne	Marion E. Blackman	Oct. 1, 1912	Oct. 1, 1912	1,000 00

ST. LAWRENCE STATE HOSPITAL, OGDENSBURG

	UNCLASSIFIED SERVICE			
Board of managers	John J. Robinson, President	.....	.....	.....
	James E. Kelly, Secretary	.....	.....	.....
	Annie E. Daniels	.....	.....	.....
	Mary S. Goodale	.....	.....	.....
	S. Mortimer Coon	.....	.....	.....
	James M. Wells	.....	.....	.....
	Matthew C. Ransom	.....	.....	.....
	COMPETITIVE CLASS			
Medical superintendent	Richard H. Hutchings	May 20, 1892	Sept. 10, 1903	4,400 00
First assistant physician	Paul G. Taddiken	July 1, 1911	July 1, 1911	2,600 00
Senior assistant physician	John R. Ross	July 6, 1908	July 1, 1912	1,800 00
Senior assistant physician	Robert King	Oct. 1, 1908	July 1, 1912	1,800 00
Assistant physician	Arthur G. Lane	May 21, 1910	July 1, 1911	1,300 00

Assistant physician	Aaron T. Colnon	June 26, 1909	July 15, 1911	1,300 00
Assistant physician	Alice Baxter	April 4, 1908	July 1, 1912	1,200 00
Assistant physician	Samuel Ginsburg	May 1, 1910	July 1, 1912	1,200 00
Woman physician	Caroline S. Pease	Dec. 1, 1890	Dec. 1, 1890	1,600 00
Steward	Lewis Webb	June 4, 1900	Jan. 1, 1910	2,100 00
Matron	Kate M. Sherry	April 2, 1891	April 2, 1891	900 00
Apothecary	William Tompkins	Oct. 1, 1895	Dec. 1, 1906	900 00
Superintendent, hospital training school	Josephine A. Callahan	Aug. 15, 1909	Aug. 15, 1909	1,200 00
Stenographer	Thomas M. Glennon	Sept. 16, 1910	Sept. 16, 1910	798 00
Stenographer	Bertha M. Callaghan	Aug. 9, 1904	Aug. 9, 1904	750 00
Stenographer	H. Blanche Manion	July 1, 1908	Oct. 13, 1911	750 00
Stenographer	William Taylor	Dec. 2, 1911	July 18, 1912	750 00
Stenographer	Christopher J. Allair	April 12, 1912	April 12, 1912	750 00
Stenographer	Mary Tomlinson	Nov. 21, 1911	Mar. 23, 1912	600 00
Stenographer	Estelle M. Miller	Aug. 8, 1912	Aug. 8, 1912	600 00
Special attendant-stenographer	Margaret Hollis	Sept. 16, 1911	April 1, 1912	387 00
Bookkeeper	Stuart F. Wheater	Jan. 9, 1911	Jan. 9, 1911	1,074 00
Bookkeeper	Irving Rapp	Dec. 9, 1912	Dec. 9, 1912	600 00
Clerk	R. H. Moore	Nov. 16, 1911	Nov 16, 1911	624 00
Supervisor of stores	Harry A. Buck	Oct. 1, 1909	July 1, 1911	900 00
Special attendant-manual training	Marsella Colnon	Aug. 5, 1909	April 1, 1910	420 00
Chef	Ralph Briggs	Feb. 22, 1895	Jan. 11, 1902	1,125 00
Laundry overseer	John McKittrick	July 1, 1897	Dec. 14, 1898	750 00
Supervising carpenter	George Hensby	Feb. 1, 1892	Dec. 1, 1904	1,200 00
Chief engineer	Ernest S. Brown	Feb. 3, 1900	Oct. 10, 1902	1,500 00
Electrical engineer	J. Howard Dalzell	Jan. 1, 1896	Mar. 1, 1903	1,125 00
Assistant electrical engineer	John Cartin	Jan. 1, 1891	Jan. 1 1891	750 00
Assistant steam engineer	Harry Irvine	May 2, 1906	July 1, 1909	900 00
Assistant steam engineer	Percy A. Amsden	Sept. 1, 1909	May 15, 1911	600 00

NON-COMPETITIVE CLASS

Medical interne	Hyman L. Levin	Nov. 3, 1911	Nov. 3, 1911	1,000 00
Medical interne	William J. Mahoney	June 15, 1912	June 15, 1912	1,000 00
Medical interne	Ralph H. Dunning	July 5, 1912	July 5, 1912	1,000 00

UTICA STATE HOSPITAL

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE			
Board of managers	George E. Dunham, President	.....	.....	.....
	Rev. Edward H. Coley, Sec'y.	.....	.....	.....
	Hon. John D. Kernan	.....	.....	.....
	Thomas F. Baker	.....	.....	.....
	Mary Isabel Doolittle	.....	.....	.....
	Lizzie W. Constable	.....	.....	.....
	William G. Mayer	.....	.....	.....
	COMPETITIVE CLASS			
Superintendent	H. L. Palmer	Oct. 11, 1893	Oct. 25, 1899	$4,600 00
First assistant physician	George H. Torney, Jr.	June 22, 1896	July 13, 1900	2,600 00
Senior assistant physician	Edward G. Stout	July 21, 1897	July 1, 1912	2,100 00
Senior assistant physician	Samuel W. Hamilton	Mar. 1, 1905	July 1, 1912	1,800 00
Assistant physician	Julius E. Haight	Aug. 19, 1900	Nov. 1, 1906	1,600 00
Assistant physician	William Leavitt	Oct. 25, 1909	July 1, 1912	1,200 00
Assistant physician	Ralph E. Clogher	July 9, 1910	July 1, 1912	1,200 00
Woman physician	Clara Smith	May 15, 1891	May 15, 1891	1,600 00
Steward	Charles A. Mosher	Oct. 15, 1889	Jan. 1, 1899	2,100 00
Apothecary	Adolph Linder	Aug. 15, 1912	Aug. 15, 1912	900 00
Stenographer	James A. Sanford	Feb. 15, 1904	Feb. 15, 1904	900 00
Stenographer	Agnes B. McKie	May 19, 1909	May 19, 1909	672 00
Stenographer	Elizabeth M. Kingman	Mar. 4, 1912	Mar. 4, 1912	600 00
Stenographer	Viola M. Shankenbury	April 29, 1912	April 29, 1912	600 00
Superintendent, hospital training school	Bessie Tibbets	Sept. 1, 1909	Oct. 20, 1909	1,200 00
Storekeeper	J. R. Miller	April 16, 1897	Aug. 16, 1898	750 00
Special attendant-assistant storekeeper	Arthur B. Phillips	Sept. 6, 1897	Oct. 1, 1911	525 00
Bookkeeper	John B. Burns	April 19, 1898	Oct. 1, 1903	1,200 00
Laundry overseer	Gifford A. Williams	Sept. 15, 1890	Sept. 15, 1890	750 00

Chief engineer	Edward Hungerford	Oct. 27, 1890	Oct. 27, 1890	1,500 00
Assistant engineer	Johnson G. Somers	April 18, 1887	April 18, 1887	900 00
Assistant steam engineer	Louis J. Ryan	April 6, 1906	Dec. 16, 1912	750 00
Chief electrical engineer	Frederick H. Ellsworth	Oct. 1, 1894	June 1, 1903	1,125 00
Assistant electrical engineer	Judson S. Coonrad	Aug. 1, 1892	April 1, 1907	900 00
Supervising carpenter	Nicholas Weber	Nov. 1, 1904	Nov. 1, 1904	1,200 00
Accountant	Roscoe C. Griffith	Dec. 1, 1908	Mar. 21, 1910	948 00
Voucher clerk	Eva Morey	Feb. 25, 1903	Oct. 1, 1911	624 00

NON-COMPETITIVE CLASS

Medical interne	William Hale, Jr	July 1, 1912	July 1, 1912	1,000 00

WILLARD STATE HOSPITAL

UNCLASSIFIED SERVICE

Board of managers	Abram S. Stothoff, President	.....	.....	.....
	Fred J. Manro, Secretary	.....	.....	.....
	Annie Laurie Stewart	.....	.....	.....
	E. C. Dwelle	.....	.....	.....
	Bertha Peck	.....	.....	.....
	Joseph Cameron	.....	.....	.....
	William S. MacDonald	.....	.....	.....

COMPETITIVE CLASS

Superintendent	R. M. Elliott	Dec. 1, 1895	June 1, 1904	4,600 00
First assistant physician	Thomas J. Currie	Dec. 1, 1891	Jan. 20, 1912	2,600 00
Senior assistant physician	William H. Montgomery	May 16, 1910	July 1, 1912	1,800 00
Senior assistant physician	Louis T. Waldo	Nov. 14, 1898	July 1, 1912	1,800 00
Senior assistant physician	J. Albert Pritchard	Aug. 22, 1907	July 1, 1912	1,800 00
Senior assistant physician	Chester Waterman	April 13, 1912	July 1, 1912	1,800 00
Assistant physician	Mary H. Smith	Aug. 1, 1909	July 1, 1912	1,200 00
Assistant physician	Ralph S. Pettibone	Aug. 22, 1911	May 1, 1912	1,200 00
Assistant physician	Gordon Priestman	Sept. 15, 1911	July 1, 1912	1,200 00
Woman physician	Charlotte MacArthur	July 20, 1903	July 20, 1903	1,600 00
Steward	Frank L. Warne	Sept. 23, 1899	May 19, 1902	2,100 00
Apothecary	Henry Schmelz	June 8, 1907	June 8, 1907	900 00

WILLARD STATE HOSPITAL — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COMPETITIVE CLASS — (*continued*)				
Bookkeeper	Jesse B. Fordham	Mar. 16, 1908	Mar. 16, 1908	$1,146 00
Accountant	John C. Carroll	Dec. 13, 1910	Oct. 1, 1911	924 00
Voucher clerk	Benjamin M. Long	Oct. 28, 1911	Oct. 28, 1911	624 00
Storekeeper and telephone operator	Miller I. McHenry	July 5, 1893	Jan. 20, 1910	870 00
Assistant superintendent of nurses	Mary J. Merriman	July 1, 1894	Dec. 1, 1911	900 00
Stenographer	Joseph F. Pettit	Oct. 1, 1910	Oct. 1, 1910	798 00
Stenographer	Elizabeth A. Knight	Feb. 2, 1896	June 15, 1899	750 00
Special attendant-stenographer	Eleanor R. Latimer	Nov. 12, 1906	Nov. 12, 1906	450 00
Special attendant-stenographer	Ellen G. Tierney	Dec. 16, 1904	Dec. 16, 1904	450 00
Special attendant-stenographer	Carrie Van Duyn	Aug. 10, 1903	Aug. 10, 1903	450 00
Special attendant-medical clerk	Julia Murphy	Aug. 11, 1909	Aug. 11, 1909	450 00
Supervising carpenter	D. Clinton Mattison	Jan. 3, 1901	June 1, 1905	1,200 00
Chef	William G. M. Koehler	April 25, 1899	Sept. 1, 1903	1,125 00
Laundry overseer	Charles S. Parcells	Dec. 26, 1897	Aug. 24, 1898	750 00
Farm manager	Arthur C. Jackson	Nov. 23, 1896	April 1, 1912	900 00
Chief engineer	John Engel	Aug. 26, 1911	Aug. 26, 1911	1,500 00
Assistant engineer	Richard K. Roach	Aug. 22, 1887	Aug. 22, 1887	900 00
Assistant steam engineer	Thomas H. Martin	July 7, 1893	Dec. 1, 1909	750 00
Assistant steam engineer	James Clarke	Sept. 1, 1890	Nov. 1, 1912	750 00
Assistant electrical engineer	Jeremiah W. Black	Sept. 1, 1887	Sept. 1, 1887	750 00
NON-COMPETITIVE CLASS				
Medical interne	George H. Reeve	June 12, 1912	June 12, 1912	1,000 00
Medical interne	Wirt C. Groom	July 15, 1912	July 15, 1912	1,000 00

STATE CHARITABLE, PENAL AND REFORMATORY INSTITUTIONS

AUBURN PRISON

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS			
Agent and warden	George W. Benham	Dec. 15, 1905	Dec. 15, 1905	$3,500 00
Chaplain	Arthur Copeland	June 10, 1911	June 10, 1911	2,000 00
Religious instructor	John J. Hickey	Mar. 1, 1895	Mar. 1, 1895	500 00
Religious instructor	A. Guttman	Jan. 1, 1895	Jan. 1, 1895	500 00
	COMPETITIVE CLASS			
Physician	John Gerin	Feb. 24, 1898	Feb. 24, 1898	2,300 00
Principal keeper	Allen P. Tupper	May 1, 1897	Feb. 1, 1899	2,000 00
Assistant principal keeper	Samuel W. Hammond	April 17, 1908	Feb. 8, 1911	1,500 00
Correspondence censor	B. F. Winegar	Feb. 1, 1894	May 14, 1907	1,800 00
Bertillon clerk	John M. Shetland	Jan. 1, 1906	Sept. 1, 1907	1,500 00
Stenographer	George W. Jones	Oct. 21, 1907	Oct. 21, 1907	1,500 00
Head teacher	Lee N. Taplin	Sept. 15, 1905	Mar. 6, 1911	1,500 00
Pharmacist	Merritt B. Eldredge	May 17, 1912	May 17, 1912	1,200 00
Bookkeeper	George C. Opdyke	Mar. 28, 1912	Mar. 28, 1912	1,200 00
Storekeeper	Albert S. Carlton	Oct. 15, 1900	April 1, 1906	1,500 00
Hospital steward	William C. Patterson	Aug. 2, 1888	Aug. 2, 1888	1,200 00
Parole officer	William P. Powers	Dec. 26, 1908	Dec. 26, 1908	1,500 00
Yard keeper	William Gard	July 19, 1892	April 1, 1907	1,500 00
Hall keeper	John C. Hiser	May 4, 1897	Nov. 1, 1905	1,200 00
Kitchen keeper	William F. McCabe	July 16, 1892	April 1, 1910	1,200 00
Bakery keeper	Valentine Barthelman	Dec. 13, 1904	Dec. 13, 1904	1,200 00
Chief engineer	John W. Hulbert, Jr.	May 3, 1900	Feb. 5, 1906	1,500 00
Guard	Fred Alger	Sept. 5, 1902	Dec. 11, 1905	1,200 00

AUBURN PRISON — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Guard	E. W. Allen	Oct. 1, 1887	Oct. 1, 1887	$1,200 00
Guard	G. W. Allen	June 1, 1882	June 1, 1904	1,200 00
Guard	Martin L. Angst	Mar. 1, 1909	May 3, 1909	1,200 00
Guard	L. W. Atwater	May 29, 1908	Feb. 27, 1909	1,200 00
Guard	Fred Barber	Mar. 31, 1893	June 1, 1904	1,200 00
Guard	Edward B. Beckwith	July 13, 1908	July 13, 1908	1,200 00
Guard	John Beachman	July 15, 1893	June 1, 1904	1,200 00
Guard	Fred H. Benedict	July 14, 1908	April 1, 1912	1,200 00
Guard	N. H. Brill	Aug. 22, 1893	June 1, 1904	1,200 00
Guard	George N. Carr	May 1, 1897	May 1, 1897	1,200 00
Guard	Loring B. Carter	July 16, 1902	April 1, 1903	1,200 00
Guard	M. W. Chapman	June 22, 1898	Jan. 10, 1899	1,200 00
Guard	Delias A. Chatelle	Jan. 1, 1909	July 19, 1910	1,200 00
Guard	James H. Cook	Dec. 16, 1903	Dec. 16, 1903	1,200 00
Guard	George B. Crane	Sept. 7, 1904	Sept. 7, 1904	1,200 00
Guard	John Crowley	June 13, 1892	June 1, 1904	1,200 00
Guard	Myron DeWaters	May 1, 1896	May 1, 1896	1,200 00
Guard	Lawrence Donlan	Oct. 1, 1876	June 1, 1904	1,200 00
Guard	J. H. Donnelly	July 1, 1893	June 1, 1904	1,200 00
Guard	C. W. Douglass	April 5, 1902	Sept. 25, 1905	1,200 00
Guard	James B. Durnin	July 8, 1906	June 1, 1907	1,200 00
Guard	Royal L. Eaton	June 11, 1900	Nov. 10, 1904	1,200 00
Guard	C. H. Edwards	Sept. 27, 1893	June 1, 1904	1,200 00
Guard	John Flaherty	July 13, 1892	July 13, 1892	1,200 00
Guard	Patrick Foley	Jan. 17, 1905	Jan. 17, 1905	1,200 00
Guard	Dennis Ganey	Dec. 31, 1894	Dec. 31, 1894	1,200 00
Guard	Thomas H. Gorman	Aug. 16, 1890	June 1, 1904	1,200 00
Guard	James Griffin	Aug. 1, 1883	Aug. 1, 1883	1,200 00

Guard	Christian Haas	May 1, 1897	May 1, 1897	1,200 00
Guard	Peter Hahn	Jan. 9, 1894	June 1, 1904	1,200 00
Guard	Joseph Herman	Sept. 1, 1894	Sept. 1, 1894	1,200 00
Guard	Ray E. Hine	Sept. 11, 1893	Sept. 11, 1893	1,200 00
Guard	Patrick Holihan	Dec. 19, 1893	Dec. 19, 1893	1,200 00
Guard	J. J. Holmes	Oct. 29, 1888	June 1, 1904	1,200 00
Guard	David Kling	April 5, 1902	Nov. 7, 1906	1,200 00
Guard	Eugene G. Lamb	Dec. 30, 1903	Dec. 30, 1903	1,200 00
Guard	Thomas Limner	June 18, 1891	June 1, 1904	1,200 00
Guard	A. J. Macken	May 21, 1907	Oct. 1, 1907	1,200 00
Guard	Elmer E. Marlowe	May 14, 1898	May 14, 1898	1,200 00
Guard	Frank Martin	Jan. 1, 1891	Jan. 1, 1891	1,200 00
Guard	John Martin	June 18, 1891	June 1, 1904	1,200 00
Guard	J. J. McGreggan	Nov. 4, 1893	Nov. 4, 1893	1,200 00
Guard	Walter E. Markham	Oct. 1, 1908	Nov. 3, 1909	1,200 00
Guard	John J. Murray	May 4, 1893	June 1, 1904	1,200 00
Guard	Michael T. Murphy	Oct. 1, 1908	Mar. 16, 1909	1,200 00
Guard	James Nangle	May 2, 1894	June 1, 1904	1,200 00
Guard	William S. Neville	Jan. 19, 1905	Jan. 19, 1905	1,200 00
Guard	Charles W. Ockenfels	June 10, 1908	June 10, 1908	1,200 00
Guard	Frank Roach	July 26, 1893	June 1, 1904	1,200 00
Guard	Fred I. Roe	Oct. 20, 1899	Nov. 1, 1907	1,200 00
Guard	William J. Rolan	Dec. 2, 1907	June 11, 1908	1,200 00
Guard	George B. Runyan	Sept. 10, 1904	Sept. 10, 1904	1,200 00
Guard	Milton J. Rythers	July 17, 1905	July 17, 1905	1,200 00
Guard	H. F. Saxton	Sept. 27, 1891	June 1, 1904	1,200 00
Guard	George F. Seibert	May 14, 1908	May 14, 1908	1,200 00
Guard	A. D. Stryker	July 14, 1902	Oct. 20, 1902	1,200 00
Guard	G. W. Stoyell	July 1, 1908	May 6, 1909	1,200 00
Guard	J. T. Sullivan	July 19, 1892	June 1, 1904	1,200 00
Guard	H. M. Tiffany	July 13, 1892	April 1, 1910	1,200 00
Guard	W. B. Topping	Jan. 4, 1895	June 1, 1904	1,200 00
Guard	John H. Van Vliet	Feb. 1, 1898	Feb. 1, 1898	1,200 00
Guard	M. S. Walsh	Aug. 10, 1893	June 1, 1904	1,200 00
Guard	Patrick White	April 17, 1894	April 17, 1894	1,200 00
Guard	D. J. Winne	Sept. 16, 1898	Jan. 10, 1899	1,200 00
Guard	George A. Durnford	Oct. 15, 1909	July 18, 1912	1,100 00

AUBURN PRISON — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Guard	Michael J. Elliott	Dec. 8, 1909	Mar. 8, 1910	$1,100 00
Guard	T. L. Flanders	Oct. 1, 1909	Oct. 1, 1909	1,100 00
Guard	Raymond L. Hunter	May 5, 1909	May 5, 1909	1,100 00
Guard	M. P. Nolan	Dec. 19, 1909	April 1, 1910	1,100 00
Guard	William F. O'Neill	Jan. 1, 1910	June 21, 1912	1,100 00
Guard	Joseph H. Shaw	Oct. 26, 1909	July 22, 1910	1,100 00
Guard	Allan Stahlnecker	May 1, 1909	Jan. 3, 1910	1,100 00
Guard	H. A. Tripp	May 1, 1909	Mar. 7, 1910	1,100 00
Guard	Ira K. Vosburgh	Aug. 16, 1909	Aug. 16, 1909	1,100 00
Guard	Robert R. Westover	Oct. 15, 1909	Oct. 18, 1911	1,100 00
Guard	Timothy J. Donohue	Nov. 9, 1910	Aug. 9, 1911	1,000 00
Guard	Bryan Fitzpatrick	June 9, 1910	Dec. 2, 1910	1,000 00
Guard	Cornell T. Holden	Oct. 24, 1910	Feb. 20, 1911	1,000 00
Guard	John F. Lawler	May 1, 1910	Nov. 8, 1910	1,000 00
Guard	Patrick Flynn	Nov. 1, 1891	Mar. 1, 1912	900 00
Guard	John F. Foster	June 5, 1911	June 5, 1911	900 00
Guard	Charles J. Frazier	Oct. 2, 1911	Feb. 1, 1912	900 00
Guard	Charles R. Geraghty	May 22, 1911	May 22, 1911	900 00
Guard	Frank Hahn	Jan. 10, 1911	Oct. 14, 1911	900 00
Guard	Frederick J. Kane	June 5, 1911	June 5, 1911	900 00
Guard	Patrick Mohan	Nov. 29, 1911	Aug. 12, 1912	900 00
Guard	William N. Skillett	Nov. 1, 1910	Sept. 16, 1911	900 00
Guard	William J. Bennett	Feb. 7, 1912	June 21, 1912	800 00
Guard	Harry J. King	Feb. 1, 1912	Feb. 1, 1912	800 00
Guard	Charles Mahaney	Dec. 5, 1910	Aug. 5, 1912	800 00
Guard	Florence Sullivan	Sept. 9, 1912	Sept. 9, 1912	800 00
Assistant superintendent of industries	Fred Duryea	July 9, 1903	July 9, 1903	1,800 00
Superintendent of clothmaking	Cleophas Corbett	Mar. 12, 1897	Mar. 12, 1897	2,000 00

Instructor in upholstering and wood finishing	James H. Crutchley	Sept. 13, 1906	Sept. 13, 1906	1,200 00
Instructor in cabinet making and machine woodworking	Edward Lancashire	Feb. 1, 1912	Feb. 1, 1912	1,200 00
Instructor in cabinet making and machine woodworking	Harry Lewis	April 10, 1912	April 10, 1912	1,200 00
Dyer	James Williamson	June 1, 1907	June 1, 1907	1,200 00
Foreman	Charles N. Swift	Mar. 16, 1908	Mar. 16, 1908	1,800 00
Foreman	James G. Noakes	Feb. 25, 1901	Feb. 25, 1901	1,800 00
Foreman	Arthur M. Gaylord	May 1, 1897	May 1, 1897	1,500 00
Foreman	Ashley R. Wroath	Sept. 15, 1903	Sept. 15, 1903	1,500 00
Foreman	Charles J. Verbeck	July 18, 1910	July 18, 1910	1,200 00
Foreman	John Sauerborn	April 10, 1905	April 10, 1905	1,200 00
Foreman	Andrew Magnusson	Aug. 1, 1897	Aug. 1, 1897	1,200 00
Foreman	Hugh Fulton	Sept. 6, 1897	Sept. 6, 1897	1,200 00
Foreman	E. W. Potter	April 20, 1903	April 20, 1903	1,200 00
Foreman	William Fulton	May 1, 1897	May 1, 1897	1,200 00
Foreman	Andrew E. Corbett	Oct. 1, 1897	Oct. 1, 1897	1,200 00
Foreman	Levi T. Davis	Oct. 18, 1897	Oct. 18, 1897	1,200 00
Foreman	Charles A. McAlpine	Aug. 20, 1902	Aug. 20, 1902	1,200 00
Foreman	E. M. Roberts	Oct. 20, 1902	Oct. 20, 1902	1,200 00
Foreman	Bert A. Lakey	April 1, 1907	Oct. 1, 1910	1,200 00

AUBURN PRISON FOR WOMEN

COMPETITIVE CLASS

Matron	Nettie M. Leonard	Sept. 1, 1911	Sept. 1, 1911	1,200 00
Head teacher	Helen P. Stone	Nov. 1, 1910	Nov. 1, 1910	1,000 00
Engineer	M. C. Sullivan	May 2, 1893	May 2, 1893	1,200 00
Guard	Charles H. Westover	May 27, 1893	May 27, 1893	900 00
Guard	B. W. Freshour	June 21, 1893	June 21, 1893	900 00
Guard	William E. Dean	July 1, 1895	July 1, 1895	900 00
Guard	John P. Betts	Oct. 2, 1893	Oct. 2, 1893	900 00
Night watchman	Louis H. Kirkpatrick	Oct. 1, 1897	Oct. 1, 1897	720 00

CLINTON PRISON

EXEMPT CLASS

Agent and warden	Harry M. Kaiser	Aug. 24, 1911	Aug. 24, 1911	3,500 00
Chaplain	Francis H. Pierce	May 2, 1904	May 2, 1904	2,000 00

CLINTON PRISON — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS — (*continued*)			
Religious instructor	G. Belanger	May 1, 1883	May 1, 1883	$500 00
Religious instructor	S. Judelsohn	June 1, 1894	June 1, 1894	500 00
	COMPETITIVE CLASS			
Physician	Julius B. Ransom	May 5, 1889	May 5, 1889	2,000 00
Assistant physician	Walter N. Thayer, Jr	June 1, 1904	June 1, 1904	1,500 00
Principal keeper	Thomas F. Coultry	Mar. 7, 1912	Mar. 7, 1912	2,000 00
Assistant principal keeper	Lewis F. Filkins	May 9, 1898	Nov. 21, 1910	1,500 00
Head teacher	Charles D. Van Orden	Mar. 6, 1911	Mar. 6, 1911	1,500 00
Chief engineer	Robert G. Elliott	Mar. 1, 1898	Mar. 1, 1906	1,500 00
Pharmacist	Robert A. Sloss	April 18, 1900	Nov. 21, 1901	1,500 00
Stenographer	John E. Douglas	Aug. 17, 1912	Aug. 17, 1912	1,200 00
Bertillon clerk	Norman L. Burdick	Feb. 25, 1899	Mar. 14, 1912	1,500 00
Parole officer	Edgar C. Farrington	Oct. 1, 1911	Oct. 1, 1911	1,200 00
Storekeeper	William H. Farrington	July 9, 1904	Oct. 1, 1909	1,200 00
Kitchen keeper	Edward H. White	Oct. 8, 1902	Sept. 1, 1907	1,200 00
Yard keeper	John Foy	June 1, 1881	June 1, 1904	1,200 00
Sergeant of guard	John H. Healey	May 1, 1897	Jan. 1, 1906	1,200 00
Guard	Stephen H. Allen	May 1, 1896	May 1, 1896	1,200 00
Guard	Howard Bates	Dec. 14, 1894	Nov. 7, 1906	1,200 00
Guard	George C. Buck	April 23, 1893	April 23, 1893	1,200 00
Guard	J. W. C. Burdick	Feb. 1, 1893	Feb. 1, 1893	1,200 00
Guard	George H. Brown	May 1, 1897	May 1, 1897	1,200 00
Guard	Henry W. Burnham	Jan. 7, 1892	June 1, 1904	1,200 00
Guard	Thomas L. Barrett	May 11, 1907	May 11, 1907	1,200 00
Guard	James Clancey	Jan. 1, 1894	June 1, 1904	1,200 00
Guard	William H. Connors	June 5, 1894	June 5, 1894	1,200 00
Guard	Patrick H. Cooney	Jan. 7, 1892	June 1, 1904	1,200 00

Guard	John Dormer	Feb. 1, 1893	Feb. 1, 1909	1,200 00
Guard	C. Henry Everleth	June 17, 1907	June 17, 1907	1,200 00
Guard	John C. Farrel	Aug. 1, 1907	July 1, 1910	1,200 00
Guard	L. W. Fitzpatrick	July —, 1907	Oct. 1, 1907	1,200 00
Guard	James A. Gorman	Aug. 12, 1902	May 1, 1912	1,200 00
Guard	Jeremiah Haley	Aug. 1, 1899	Nov. 15, 1900	1,200 00
Guard	Marcus L. Heading	Sept. 1, 1893	Sept. 1, 1893	1,200 00
Guard	Walter V. Haskell	July 1, 1907	July 1, 1907	1,200 00
Guard	Oren F. Henry	Sept. 21, 1895	Sept. 21, 1895	1,200 00
Guard	George Hiscott	May 4, 1904	Aug. 1, 1904	1,200 00
Guard	J. F. Keenan	Jan. 7, 1892	June 1, 1904	1,200 00
Guard	Thomas Kelly	Sept. 1, 1901	June 1, 1906	1,200 00
Guard	Henry D. Kingsley	July 1, 1896	Jan. 17, 1907	1,200 00
Guard	Frank Layman	April 15, 1907	July 23, 1912	1,200 00
Guard	Frank J. Manley	Aug. 1, 1907	April 1, 1910	1,200 00
Guard	William L. Mead	Jan. 12, 1882	June 1, 1904	1,200 00
Guard	Patrick T. Moynihan	June 1, 1893	Sept. 19, 1911	1,200 00
Guard	William A. O'Brien	Aug. 1, 1907	June 5, 1908	1,200 00
Guard	Michael J. O'Neil	June 15, 1893	June 15, 1893	1,200 00
Guard	William L. Parsons	Nov. 20, 1899	Oct. 2, 1902	1,200 00
Guard	Richard J. Powers	May 9, 1898	May 9, 1898	1,200 00
Guard	Louis Priest	May 25, 1895	May 25, 1895	1,200 00
Guard	Thomas J. Reid	Aug. 12, 1908	Aug. 12, 1908	1,200 00
Guard	Albert E. Robinson	June 11, 1900	Oct. 27, 1900	1,200 00
Guard	John B. Severance	July 7, 1902	July 23, 1912	1,200 00
Guard	William H. Sheehey	May 10, 1892	May 10, 1892	1,200 00
Guard	James E. Signor	Jan. 19, 1904	Jan. 19, 1904	1,200 00
Guard	Arthur Spence	Feb. 8, 1908	Nov. 1, 1909	1,200 00
Guard	Thomas Tierney	May 9, 1898	May 9, 1898	1,200 00
Guard	Morgan Van Gorder	Feb. 1, 1892	Feb. 1, 1912	1,200 00
Guard	William D. Willett	Aug. 14, 1908	Aug. 14, 1908	1,200 00
Guard	Edward W. Wilson	Jan. 2, 1908	Oct. 1, 1908	1,200 00
Guard	Jacob C. Zuck	Dec. 17, 1908	Oct. 1, 1909	1,200 00
Guard	Patrick Conboy	Sept. 1, 1909	Sept. 1, 1909	1,100 00
Guard	Hugh O'N. Courneen	April 1, 1909	April 1, 1909	1,100 00
Guard	William J. Crowder	Sept. 1, 1909	Mar. 13, 1910	1,100 00
Guard	Alfred H. Douglass	Oct. 15, 1909	May 1, 1910	1,100 00

CLINTON PRISON — (*concluded*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*concluded*)			
Guard	Charles O. Lynam	Oct. 1, 1909	Oct. 1, 1909	$1,100 00
Guard	George Manley	July 31, 1909	Oct. 1, 1909	1,100 00
Guard	Clinton J. Meader	June 20, 1910	Nov. 1, 1910	1,100 00
Guard	John H. Bigelow	Oct. 22, 1910	Oct. 22, 1910	1,000 00
Guard	Michael L. Hanlon	Nov. 9, 1910	Jan. 1, 1911	1,000 00
Guard	John J. Kennedy	Oct. 1, 1910	Oct. 1, 1910	1,000 00
Guard	Moody Manley	May 1, 1910	May 1, 1911	1,000 00
Guard	William B. Thompson	Dec. 10, 1910	Dec. 10, 1910	1,000 00
Guard	Alan Watson	Nov. 25, 1910	Nov. 25, 1910	1,000 00
Guard	William L. Whipple	Oct. 1, 1910	Oct. 1, 1910	1,000 00
Guard	Henry Adams	July 24, 1911	Aug. 24, 1911	900 00
Guard	James Ahearn	Dec. 7, 1911	Dec. 7, 1911	900 00
Guard	Louis Bissonette	Sept. 15, 1911	July 23, 1912	900 00
Guard	Martin Brett	June 1, 1911	June 1, 1911	900 00
Guard	Austin Buck	Mar. 1, 1911	July 23, 1912	900 00
Guard	Elmore Drolette, Jr.	June 1, 1911	June 1, 1911	900 00
Guard	John T. Hammond	Mar. 7, 1911	June 1, 1911	900 00
Guard	John P. Kelly	Oct. 2, 1911	Oct. 2, 1911	900 00
Guard	Thomas S. Kennedy	Oct. 3, 1911	Oct. 3, 1911	900 00
Guard	Joseph Lavigne	Sept. 15, 1911	July 23, 1912	900 00
Guard	E. F. Trombley	June 1, 1911	July 23, 1912	900 00
Guard	Charles A. Turner	May 12, 1911	Nov. 22, 1911	900 00
Guard	William J. Welch	May 7, 1911	May 7, 1911	900 00
Guard	Matt Ahern	Nov. 12, 1912	Nov. 12, 1912	800 00
Guard	Roy E. Bailey	Sept. 16, 1912	Sept. 16, 1912	800 00
Guard	Ernest C. Bresett	April 19, 1912	July 23, 1912	800 00
Guard	Arthur R. Casper	Aug. 17, 1912	Aug. 17, 1912	800 00
Guard	James P. Fitzpatrick	Feb. 16, 1912	Sept. 19, 1912	800 00

Guard	William N. Hallett	July 11, 1912	July 11, 1912	800 00
Guard	Joseph J. Hart	April 25, 1912	Sept. 16, 1912	800 00
Guard	John J. Kaiser	May 24, 1912	July 23, 1912	800 00
Guard	Francis Kelly	July 22, 1912	July 22, 1912	800 00
Guard	Thomas F. Lawler	April 15, 1912	April 15, 1912	800 00
Guard	John J. O'Neill	Sept. 18, 1912	Sept. 18, 1912	800 00
Guard	Frank Peicotte	June 1, 1909	July 23, 1912	800 00
Guard	Jeffrey F. Powers	May 14, 1912	May 14, 1912	800 00
Guard	Eugene D. Price	Aug. 23, 1912	Aug. 23, 1912	800 00
Guard and dyer	John F. Macksey	Feb. 5, 1892	Jan. 1, 1908	1,500 00
Machinist	Peter Brown	Dec. 1, 1894	Dec. 1, 1894	900 00
Foreman	Walter L. Cosgrove	Mar. 1, 1898	Mar. 1, 1898	1,200 00
Foreman	Ernest W. Blue	Nov. 6, 1912	Nov. 6, 1912	1,200 00
Foreman	Edward Flanagan	Jan. 27, 1912	Jan. 27, 1912	1,200 00
Foreman	Don A. Parsons	Jan. 23, 1912	Jan. 23, 1912	1,200 00
Foreman	Joseph A. Weitekamp	Feb. 20, 1912	Feb. 20, 1912	1,200 00
Watchman	Jerome H. Gay	Mar. 7, 1892	Mar. 7, 1892	600 00

GREAT MEADOW PRISON

EXEMPT CLASS

Agent and warden	William J. Homer	July 13, 1911	July 13, 1911	3,500 00
Chaplain	Charles E. Hamilton	Sept. 1, 1911	Sept. 1, 1911	2,000 00
Religious instructor	John Joseph Dowd	Oct. 1, 1912	Oct. 1, 1912	500 00
Religious instructor	H. M. Lasker	Jan. 1, 1913	Jan. 1, 1913	500 00

COMPETITIVE CLASS

Physician	Harley Heath	Sept. 1, 1911	Sept. 1, 1911	2,000 00
Farm superintendent	Charles H. Sturges	Aug. 12, 1912	Aug. 12, 1912	1,800 00
Principal keeper	Richard S. Chatfield	Mar. 1, 1912	Mar. 1, 1912	2,000 00
Kitchen keeper	Edward Reilly	Aug. 13, 1894	April 1, 1912	1,200 00
Hall keeper	Lewis M. Knapp	Jan. 1, 1906	July 31, 1911	1,200 00
Captain of the night watch	Delmont O. Churchill	Feb. 6, 1911	Feb. 6, 1911	1,200 00
Guard and dyer	Edward F. Barrett	May 8, 1897	Nov. 8, 1912	1,200 00
Guard	Walter Kenyon	Sept. 1, 1907	Mar. 3, 1911	1,200 00
Guard	Albert W. Bement	April 1, 1909	July 21, 1911	1,100 00
Guard	August F. Dressler	Oct. 9, 1909	Jan. 16, 1912	1,100 00

GREAT MEADOW PRISON — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Guard	George J. Tate	Oct. 13, 1909	Feb. 28, 1911	$1,100 00
Guard	Warren Coomer	Feb. 6, 1911	Feb. 6, 1911	1,000 00
Guard	William J. Daly	Dec. 10, 1910	Feb. 6, 1911	1,000 00
Guard	Peter Donnelly	Dec. 1, 1910	Feb. 28, 1911	1,000 00
Guard	Martin A. Rowan	Feb. 1, 1910	Mar. 1, 1911	1,000 00
Guard	Cyrus E. Tanner	Dec. 26, 1910	Mar. 5, 1911	1,000 00
Guard	Peter Apenowich	Nov. 27, 1911	Nov. 27, 1911	900 00
Guard	Samuel J. Benjamin	Dec. 4, 1911	Dec. 4, 1911	900 00
Guard	Patrick J. Corrigan	Aug. 26, 1911	Aug. 26, 1911	900 00
Guard	Jonathan A. DeKalb	Sept. 27, 1911	Sept. 27, 1911	900 00
Guard	Charles A. Flynn	Dec. 12, 1911	Dec. 12, 1911	900 00
Guard	Hosannah L. Gardner	Nov. 30, 1911	Nov. 30, 1911	900 00
Guard	Patrick J. Goff	July 28, 1911	July 28, 1911	900 00
Guard	Irving W. Hayford	June 1, 1911	June 1, 1911	900 00
Guard	Robert J. Kirby	July 29, 1911	July 29, 1911	900 00
Guard	George W. Lavarnway	Sept. 11, 1911	Sept. 11, 1911	900 00
Guard	John Lavarnway	Nov. 22, 1911	Nov. 22, 1911	900 00
Guard	Michael O'Gorman	Sept. 23, 1911	Sept. 23, 1911	900 00
Guard	John Quinn	Aug. 28, 1911	Aug. 28, 1911	900 00
Guard	Alton M. Riley	July 24, 1911	July 24, 1911	900 00
Guard	Charles Stewart	July 22, 1911	July 22, 1911	900 00
Guard	Thomas A. Bannon	May 20, 1912	May 20, 1912	800 00
Guard	Dennis D. Doyle	Oct. 13, 1912	Oct. 13, 1912	800 00
Guard	Edward F. Gleason	Mar. 16, 1912	Jan. 1, 1913	800 00
Guard	Matthew L. Haley	June 4, 1912	June 4, 1912	800 00
Guard	Louis Ladue	May 28, 1912	May 28, 1912	800 00
Guard	Forest J. Mattison	Dec. 20, 1909	Mar. 3, 1911	800 00
Guard	Alfred M. Molitor	Sept. 9, 1912	Sept. 9, 1912	800 00

Guard	Edward E. Murphy	May 28, 1912	May 28, 1912	800 00
Guard	James J. Park, Jr	Jan. 3, 1912	Oct. 6, 1912	800 00
Guard	George H. Phalan	April 11, 1912	April 11, 1912	800 00
Guard	William B. Tanner	May 28, 1912	May 28, 1912	800 00
Guard	Jared Y. Rooker	Oct. 2, 1912	Oct. 2, 1912	800 00

SING SING PRISON

EXEMPT CLASS

Agent and warden	John S. Kennedy	July 13, 1911	July 13, 1911	3,500 00
Chaplain	William Cashin	April 5, 1912	April 5, 1912	2,000 00
Religious instructor	Jacob Goldstein	Sept. 21, 1910	Sept. 21, 1910	500 00
Religious instructor	Burton H. Lee	Jan. 1, 1913	Jan. 1, 1913	500 00

COMPETITIVE CLASS

Physician	Charles W. Farr	Sept. 1, 1911	Sept. 1, 1911	2,000 00
Assistant physician	Henry E. Mereness, Jr	Nov. 9, 1910	Nov. 9, 1910	1,500 00
Principal keeper	James Connaughton	Jan. 10, 1876	Jan. 10, 1876	2,000 00
State detective	James Jackson	Jan. 1, 1873	Jan. 1, 1873	1,800 00
Receiving officer	H. C. Westlake	Sept. 15, 1878	Sept. 15, 1878	1,800 00
Stenographer	Daniel J. Hickey	June 13, 1893	June 13, 1893	2,100 00
Head teacher	Jay R. Crowley	Nov. 23, 1907	Mar. 6, 1911	1,500 00
Parole officer	Martin Gallagher	Jan. 1, 1913	Jan. 1, 1913	1,200 00
Correspondence censor	Sanders B. Nellis	Nov. 18, 1900	Aug. 1, 1908	1,500 00
Druggist	Van Cleek Smith	Aug. 10, 1901	Nov. 16, 1901	1,500 00
Electrician	W. Arthur Neafie	Mar. 12, 1901	Dec. 4, 1902	1,500 00
Bertillon clerk	Louis Powers	Jan. 1, 1906	Jan. 1, 1906	1,500 00
Bertillon clerk	Edward S. Parke	Sept. 1, 1907	Sept. 1, 1907	1,200 00
Bookkeeper	Geo. W. Huntington	Jan. 17, 1912	Jan. 17, 1912	1,200 00
Storekeeper	Lyman S. Gibbs	Dec. 24, 1894	April 1, 1906	1,200 00
Kitchen keeper	Frederick J. Hahn	Aug. 13, 1906	Aug. 13, 1906	1,200 00
Yard keeper	Thomas S. Wheeler	Sept. 7, 1891	Oct. 1, 1912	1,200 00
Hall keeper	Fred Dorner	Oct. 19, 1893	May 5, 1911	1,200 00
Blacksmith and wagon assembler	Edward P. Morrison	Aug. 1, 1906	Feb. 1, 1908	1,200 00
Instructor, shoe department	Patrick W. Walsh	May 2, 1910	May 2, 1910	1,500 00
Foreman, knitting industry	Robert H. Kennedy	Mar. 15, 1899	Mar. 1, 1902	2,400 00
Foreman, cart and wagon industry	Maguler Butler	Mar. 1, 1905	Mar. 23, 1906	1,900 00

SING SING PRISON (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Foreman	John V. Hayes	Mar. 18, 1896	Feb. 1, 1900	$1,800 00
Foreman	John Hayden	June 18, 1891	June 18, 1891	1,500 00
Foreman	James Sands	April 8, 1908	April 8, 1908	1,500 00
Foreman, cabinet making and machine woodworking	Carl H. F. Bockholdt	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Foreman, knitting industry	Joseph C. Taylor	June 21, 1906	June 21, 1906	1,200 00
Foreman, knitting industry	Edward D. Burby	July 31, 1900	Aug. 1, 1910	1,200 00
Foreman	Edward Irvine	May 16, 1901	May 16, 1901	1,600 00
Captain of night watch	C. H. Vaughn	Jan. 28, 1891	Oct. 1, 1912	1,200 00
Sergeant of the guard	Philip Shoemaker	Sept. 19, 1891	April 1, 1910	1,200 00
Guard	William D. Blanchard	Oct. 1, 1902	Oct. 1, 1902	1,200 00
Guard	James Bulger	May 11, 1880	May 11, 1880	1,200 00
Guard	W. J. Burton	Jan. 6, 1892	June 1, 1904	1,200 00
Guard	Charles W. Cary	Aug. 21, 1894	June 1, 1904	1,200 00
Guard	Alfred Conyes	April 30, 1883	June 1, 1904	1,200 00
Guard	M. J. Darby	Nov. 4, 1891	June 1, 1904	1,200 00
Guard	Martin Deely	Dec. 3, 1891	June 1, 1904	1,200 00
Guard	J. D. Derrenbacher	June 3, 1889	June 1, 1904	1,200 00
Guard	James Duffey	Dec. 29, 1894	June 1, 1904	1,200 00
Guard	John J. Farrell	Aug. 14, 1908	Aug. 14, 1908	1,200 00
Guard	Benjamin J. Fieseler	Aug. 17, 1908	Aug. 17, 1908	1,200 00
Guard	William J. Gormley	Mar. 19, 1894	Mar. 19, 1894	1,200 00
Guard	C. P. Guernsey	Mar. 14, 1879	June 1, 1904	1,200 00
Guard	J. T. Heaney	Dec. 29, 1894	Dec. 29, 1894	1,200 00
Guard	O. E. Helmes	June 7, 1892	June 1, 1904	1,200 00
Guard	Charles Hilbert	Jan. 1, 1869	Oct. 1, 1912	1,200 00
Guard	E. J. Kinnane	Nov. 5, 1891	June 1, 1904	1,200 00
Guard	Charles R. Kruse	Dec. 1, 1899	Jan. 1, 1905	1,200 00
Guard	Hugh A. Lavery	May 14, 1894	June 1, 1904	1,200 00
Guard	Harry G. Lincoln	Nov. 9, 1908	Nov. 9, 1908	1,200 00

Guard	John J. Lynch	Aug. 1, 1891	Oct. 1, 1910	1,200 00
Guard	A. W. McClelland	Nov. 21, 1910	May 1, 1911	1,200 00
Guard	Edward McEneny	July 1, 1894	June 1, 1904	1,200 00
Guard	Thomas McInerney	April 1, 1907	April 1, 1907	1,200 00
Guard	Michael Mack	July 6, 1889	June 1, 1904	1,200 00
Guard	Robert J. Martin	July 5, 1895	July 5, 1895	1,200 00
Guard	Alex Meginley	May 26, 1896	Oct. 1, 1912	1,200 00
Guard	George B. Meserole	Sept. 2, 1891	June 1, 1904	1,200 00
Guard	Carlos E. Mory	June 13, 1893	Dec. 26, 1904	1,200 00
Guard	Michael A. Mullins	June 5, 1893	June 5, 1893	1,200 00
Guard	Lawrence T. Murphy	Mar. 16, 1892	Jan. 5, 1898	1,200 00
Guard	A. J. Nearn	July 24, 1891	Dec. 1, 1897	1,200 00
Guard	John P. O'Hare	July 18, 1904	July 18, 1904	1,200 00
Guard	C. E. Orne	Dec. 18, 1894	Dec. 18, 1894	1,200 00
Guard	Edward O'Toole	Sept. 1, 1889	Sept. 1, 1889	1,200 00
Guard	James Parke	June 22, 1898	July 1, 1906	1,200 00
Guard	J. J. Rowe	Oct. 29, 1894	Oct. 29, 1894	1,200 00
Guard	Barney Simmons	Sept. 10, 1908	Sept. 10, 1908	1,200 00
Guard	Garwood T. Smith	July 8, 1891	Sept. 1, 1900	1,200 00
Guard	Louis B. Snowden	Aug. 1, 1908	Nov. 22, 1911	1,200 00
Guard	Edward B. Vail	Oct. 1, 1908	April 1, 1909	1,200 00
Guard	Alexander Van Wart	April 18, 1898	April 18, 1898	1,200 00
Guard	Wilfred V. Webster	July 1, 1901	July 1, 1901	1,200 00
Guard	William J. Halpin	Sept. 11, 1909	Sept. 11, 1909	1,100 00
Guard	Roy B. Hill	May 1, 1909	May 1, 1909	1,100 00
Guard	William F. Kelly	Sept. 12, 1909	Sept. 12, 1909	1,100 00
Guard	Joseph J. McCartin	Jan. 24, 1910	Jan. 24, 1910	1,100 00
Guard	Albert M. Peffers	Sept. 11, 1909	Sept. 11, 1909	1,100 00
Guard	Henry Rigney	Mar. 22, 1909	Mar. 22, 1909	1,100 00
Guard	Frank B. Way	Oct. 1, 1909	Oct. 1, 1909	1,100 00
Guard	J. Morris Barnes	Nov. 9, 1910	Nov. 9, 1910	1,000 00
Guard	John Burns	Aug. 8, 1910	Aug. 8, 1910	1,000 00
Guard	Edgar H. Drumm	May 23, 1910	May 23, 1910	1,000
Guard	Michael U. Flynn	Nov. 22, 1910	Nov. 22, 1910	1,000 00
Guard	Arthur Furgison	Feb. 16, 1912	Feb. 16, 1912	1,000 00
Guard	Fred A. Moreau	June 15, 1910	June 15, 1910	1,000 00
Guard	Thomas X. O'Neill	Feb. 16, 1911	Feb. 16, 1911	1,000 00

SING SING PRISON — (*concluded*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*concluded*)			
Guard	Henry P. Thacher	Sept. 1, 1910	Sept. 1, 1910	$1,000 00
Guard	Thomas H. Smith, Jr.	July 11, 1910	July 11, 1910	1,000 00
Guard	John G. Van Wyck	Nov. 1, 1910	Nov. 1, 1910	1,000 00
Guard	Jacob Vollmer	July 18, 1910	July 18, 1910	1,000 00
Guard	Thomas F. Boswell	Nov. 1, 1911	Nov. 1, 1911	900 00
Guard	Ernest Bullard	Aug. 4, 1910	Mar. 1, 1911	900 00
Guard	Tracey Fowler	Aug. 12, 1911	Aug. 12, 1911	900 00
Guard	Clinton Gay	Feb. 19, 1912	Feb. 19, 1912	900 00
Guard	James H. Gilmore	Oct. 11, 1911	Oct. 11, 1911	900 00
Guard	George F. Hammond	Oct. 2, 1911	Oct. 2, 1911	900 00
Guard	Thomas J. Luchern	Oct. 13, 1911	Oct. 13, 1911	900 00
Guard	Edward J. Muldoon	Oct. 23, 1911	Oct. 23, 1911	900 00
Guard	William Mullen	Oct. 2, 1911	Oct. 2, 1911	900 00
Guard	James Nolan	May 9, 1911	May 9, 1911	900 00
Guard	Edward J. O'Mara	Oct. 16, 1911	Oct. 16, 1911	900 00
Guard	Francis A. O'Neill	Oct. 2, 1911	Oct. 2, 1911	900 00
Guard	Harry R. Purnhagen	May 1, 1909	Oct. 1, 1909	900 00
Guard	George Van Auken	Aug. 17, 1910	Mar. 1, 1911	900 00
Guard	Ralph L. Wight	Sept. 25, 1911	Sept. 25, 1911	900 00
Guard	Joseph S. Birdsall	June 5, 1912	June 5, 1912	800 00
Guard	Edward J. Canning	Feb. 16, 1912	Feb. 16, 1912	800 00
Guard	James E. Connaughton	Sept. 6, 1912	Sept. 6, 1912	800 00
Guard	William H. Fielding	June 8, 1912	June 8, 1912	800 00
Guard	Thomas J. Fox	June 7, 1912	June 7, 1912	800 00
Guard	O. B. Heinrichs	June 10, 1912	June 10, 1912	800 00
Guard	Frank L. Herling	June 7, 1912	June 7, 1912	800 00
Guard	Stephen Lines, Jr.	Sept. 1, 1912	Sept. 1, 1912	800 00
Guard	W. L. Mead	Jan. 5, 1895	April 1, 1912	800 00
Guard	George O'Beirne	Jan. 12, 1912	Jan. 12, 1912	800 00

Guard	James E. O'Brian	Feb. 2, 1912	Feb. 2, 1912	800 00
Guard	John W. O'Leary	Oct. 1, 1891	April 18, 1912	800 00
Guard	Fred C. Stoddard	July 15, 1912	July 15, 1912	800 00
Guard	Thomas M. Smith, Jr.	Oct. 3, 1912	Oct. 3, 1912	800 00
Guard	Price Tudor	Aug. 14, 1912	Aug. 14, 1912	800 00
Guard	Robert H. Woodworth	Feb. 24, 1912	Feb. 24, 1912	800 00

HOUSE OF REFUGE FOR WOMEN — ALBION

UNCLASSIFIED SERVICE

Board of managers	Jane L. Armstrong	.....	Jan. 25, 1904	.....
	Etta Elsna Falker	.....	Jan. 25, 1906	.....
	Caroline H. Bliss	.....	April 17, 1908	.....
	Rt. Rev. John L. Reilly	.....	May 18, 1911	.....
	John M. Dugan	.....	May 3, 1911	.....
	Fred A. Clough	.....	May 3, 1911	.....
	William B. Dye	.....	May 3, 1911	.....

COMPETITIVE CLASS

Superintendent	Alice E. Curtin	Sept. 30, 1895	Mar. 1, 1902	1,500 00
Assistant superintendent	Sarah J. Allen	April 1, 1899	Oct. 15, 1902	1,200 00
Resident physician	Mary H. Robinson	Feb. 1, 1910	Feb. 1, 1910	1,200 00
Marshal	Mary E. Connor	Jan. 1, 1902	Nov. 1, 1910	720 00
Parole officer	Capitola Grinnell	Nov. 1, 1910	Nov. 1, 1910	720 00
Steward	Minnie E. Doty	Jan. 1, 1899	Feb. 1, 1906	1,200 00
Bookkeeper and storekeeper	Louisa Lienhart	Sept. 1, 1912	Sept. 1, 1912	540 00
Bookkeeper	Helen M. Goodwin	Dec. 11, 1912	Dec. 11, 1912	540 00
Stenographer	Agnes B. Johnstone	July 1, 1899	Aug. 12, 1909	600 00
Trained nurse	Sarah Wiener	Nov. 21, 1911	Nov. 21, 1911	450 00
Cook and housekeeper	Kate E. Kearney	May 30, 1895	July 11, 1898	420 00
Cook and housekeeper	Annie T. Hill	Nov. 22, 1899	Nov. 1, 1907	420 00
Farmer	John S. Chapman	April 1, 1912	April 1, 1912	600 00
Teacher	May E. Crothers	Dec. 1, 1903	Dec. 1, 1903	600 00
Teacher	Julia F. Bailey	Aug. 29, 1904	Aug. 29, 1904	600 00
Teacher	Ethel M. Thorpe	May 13, 1911	July 1, 1911	420 00
Dressmaker	Isabella O. Tyler	June 4, 1901	May 1, 1903	480 00
Sewing instructor	Alice L. Cole	May 1, 1907	May 1, 1907	480 00

HOUSE OF REFUGE FOR WOMEN — ALBION — *(continued)*

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — *(continued)*			
Laundry instructor	Margaret H. Harrington	April 25, 1912	May 9, 1912	$360 00
Cooking instructor	Ruth G. Webster	Sept. 1, 1911	Sept. 1, 1911	480 00
Physical instructor	M. Beulah Griswold	April 1, 1912	April 1, 1912	600 00
Matron	Margaret Daly	Jan. 18, 1903	Oct. 15, 1911	780 00
Matron	Elizabeth Holcomb	Jan. 1, 1911	Jan. 1, 1911	720 00
Matron	Helen La Duke	Feb. 1, 1893	Oct. 23, 1902	480 00
Matron	Elizabeth Eagan	May 5, 1908	Jan. 1, 1910	480 00
Matron	Jennie Mourin	Nov. 1, 1906	Nov. 1, 1906	480 00
Matron	Frances C. Preston	May 13, 1907	July 11, 1907	480 00
Matron	Mattie M. Wright	April 10, 1903	Aug. 1, 1911	480 00
Matron	Annie T. Cuddebach	Sept. 5, 1910	Nov. 1, 1911	480 00
Matron	Aurilla T. Desmond	Feb. 1, 1910	Nov. 1, 1911	480 00
Matron	Lulu Loucks	July 27, 1911	July 27, 1911	480 00
Engineer	Eugene Mahony	Nov. 1, 1893	April 1, 1903	900 00
Watchman	Joseph B. Hesslink	Dec. 14, 1912	Dec. 14, 1912	540 00

SCHOOL FOR THE BLIND — BATAVIA

	UNCLASSIFIED SERVICE			
Board of trustees	F. Park Lewis	.....	April 2, 1894	.....
	George E. Perrin	.....	May 29, 1907	.....
	Frank W. Severne	.....	May 29, 1907	.....
	Hannah M. Humphrey	.....	April 27, 1909	.....
	William Collins Casey	.....	April 27, 1909	.....
	Charles J. Himmelsbach	.....	May 18, 1911	.....
	Michael J. Earley	.....	June 27, 1911	.....
	COMPETITIVE CLASS			
Superintendent	Charles A. Hamilton	Sept. 1, 1907	Sept. 1, 1907	2,500 00
Ophthalmic examiner	Lorenzo Burrows	Nov. 2, 1901	Nov. 2, 1901	100 00

Physician	J. W. Le Seur	May 8, 1906	May 8, 1906	300 00
Steward	Jesse Yerman	June 1, 1908	June 1, 1908	1,000 00
Stenographer	Katharine H. McClintock	Oct. 1, 1908	Oct. 1, 1908	540 00
Teacher	Julia S. Loomis	Feb. 1, 1909	Feb. 1, 1909	1,080 00
Teacher	Frank S. Harris	Mar. 21, 1901	Mar. 21, 1901	1,080 00
Teacher	Francis M. Geer	Jan. 1, 1912	Jan. 1, 1912	1,080 00
Teacher	Joseph West	Jan. 1, 1910	Jan. 1, 1910	720 00
Teacher	Ellen L. Chittenden	Sept. 1, 1904	Sept. 1, 1904	720 00
Teacher	Lena B. Miller	Sept. 27, 1899	Jan. 1, 1901	690 00
Teacher	Harriet A. Lownsbury	Jan. 1, 1908	Jan. 1, 1908	690 00
Teacher	Grace E. Bartlett	Jan. —, 1894	Jan. —, 1894	630 00
Teacher	Anna E. Owens	Jan. 1, 1911	Jan. 1, 1911	630 00
Teacher	Mary E. Scarff	Sept. 1, 1901	Sept. 1, 1901	630 00
Teacher	Augustus Fricker	Dec. —, 1895	Dec. —, 1895	600 00
Teacher	Cornelia Phelan	Sept. —, 1889	Sept. —, 1889	600 00
Teacher	Nita F. Dustin	Jan. 28, 1901	Nov. 1, 1902	600 00
Teacher	Charlotte H. Weed	Nov. —, 1890	Nov. —, 1890	600 00
Teacher	Walter H. Carter	Sept. 1, 1912	Sept. 1, 1912	600 00
Teacher	Anna M. Sweet	Oct. 1, 1910	Oct. 1, 1910	600 00
Teacher	Harriet E. Pierson	Sept. —, 1896	Sept. —, 1896	600 00
Stereotyper	Jennie Hinsdale	Sept. 1, 1908	Sept. 1, 1908	600 00
Physical instructor	Lesser Erenstone	Oct. 1, 1910	Oct. 1, 1910	840 00
Matron	Minnie Gould	Sept. 1, 1897	Aug. 1, 1905	550 00
Chief engineer	Elmer L. Alger	Mar. 27, 1905	Mar. 27, 1905	900 00
Watchman	B. C. Wilber	Sept. 18, 1907	Sept. 18, 1907	420 00

SOLDIERS AND SAILORS' HOME — BATH

Unclassified Service

Board of trustees	William Sulzer	.....	Ex-officio	.....
	Thomas Carmody	.....	Ex-officio	.....
	William H. Nichols	.....	June 3, 1907	.....
	Joseph A. Goulden	.....	April 27, 1909	.....
	Benton McConnell	.....	April 27, 1909	.....
	Clinton D. McDougall	.....	April 27, 1909	.....
	Charles A. Orr	.....	April 27, 1909	.....
	William W. Robacher	.....	April 27, 1909	.....
	John H. Swift	.....	April 27, 1909	.....

SOLDIERS AND SAILORS' HOME — BATH — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	EXEMPT CLASS			
Commandant	Joseph E. Ewell	Dec. 15, 1902	Dec. 15, 1902	$3,500 00
Cashier	Lyman H. Balcom	Sept. 1, 1905	Sept. 1, 1905	1,500 00
Chaplain	S. F. Frazier	June 1, 1912	June 1, 1912	1,200 00
Chaplain	John J. O'Donoughue	Dec. 7, 1912	Dec. 7, 1912	1,200 00
	COMPETITIVE CLASS			
Quartermaster	Thomas F. Brown	Mar. 7, 1902	June 1, 1911	1,800 00
Assistant quartermaster	S. S. Fairchild	Jan. 1, 1890	Jan. 1, 1890	1,200 00
Adjutant	Samuel M. Morgan	Nov. 11, 1897	Oct. 1, 1909	1,500 00
Brooklyn agent	George H. Jackson	April 1, 1900	April 1, 1900	200 00
Inspector	William M. Ware	Dec. 1, 1897	Nov. 1, 1909	1,200 00
Assistant physician	R. C. Hill	May 1, 1907	May 1, 1907	2,100 00
Assistant surgeon	A. F. Hinman	Sept. 23, 1912	Sept. 23, 1912	1,200 00
Assistant surgeon	Paul Betowski	Oct. 2, 1911	Oct. 5, 1912	1,200 00
Optical surgeon	Leonard W. Jones	Jan. 1, 1910	Jan. 1, 1910	300 00
Pharmacist	L. O. Thompson	Aug. 25, 1911	Aug. 25, 1911	900 00
Bookkeeper and treasurer's clerk	Fred McConnell	Sept. 1, 1894	Jan. 1, 1901	1,500 00
Storekeeper	Leon Kemp	Nov. 16, 1903	April 26, 1911	720 00
Stenographer	Elizabeth W. Brown	Jan. 15, 1900	May 14, 1900	600 00
Stenographer	Leila M. Hubbard	Dec. 3, 1910	Dec. 3, 1910	600 00
Stenographer	Agnes M. Parker	Mar. 1, 1911	Mar. 1, 1911	600 00
Chef	Harold Dawson	Dec. 18, 1903	Dec. 18, 1903	900 00
Bandmaster	Carl H. Richter	May —, 1893	July 1, 1905	840 00
Matron	Lucia A. Bradley	Dec. 1, 1911	Dec. 1, 1911	480 00
Superintendent of mess hall and kitchen	William Johnston	July 2, 1902	Jan. 1, 1913	780 00
Superintendent of grounds	Henry L. Drummer	Nov. 28, 1884	Dec. 1, 1910	900 00
Master mechanic and carpenter	Thomas Fogarty	Oct. 1, 1894	Dec. 1, 1910	900 00
Engineer and electrician	Chauncey C. Cornwell	June 1, 1899	Jan. 1, 1901	1,400 00

Assistant electrical engineer	Charles H. Goodwin	Nov. 1, 1901	Nov. 1, 1901	780 00
Chief nurse	James Fagan	June 1, 1907	June 9, 1910	720 00
Nurse	Goodwin G. Mott	Sept. 18, 1908	Sept. 18, 1908	480 00
Nurse	George I. Crocker	Jan. 11, 1900	Nov. 1, 1903	480 00
Nurse	Louis A. Garrison	Sept. 3, 1905	Sept. 3, 1905	480 00
Nurse	Jesse M. Pridmore	Oct. 1, 1906	Oct. 1, 1906	480 00
Nurse	John K. Hubbell	May 15, 1910	May 15, 1910	480 00
Nurse	D. Roy Allen	June 27, 1910	June 27, 1910	480 00
Nurse	S. Russell Kinner	Jan. 1, 1907	Jan. 1, 1907	480 00
Nurse	Luther A. Freeman	Sept. 17, 1907	July 14, 1910	480 00
Nurse	Walter J. McMahon	June 1, 1911	June 1, 1911	480 00
Nurse	L. J. Cuffney	Sept. 1, 1911	Sept. 1, 1911	480 00
Nurse	Fred G. Kennedy	April 20, 1911	April 20, 1911	480 00
Nurse	Peter W. Harvey	Sept. 26, 1912	Sept. 26, 1912	480 00
Nurse	H. C. Stacy	July 1, 1912	July 1, 1912	480 00
Nurse	John Delahoyde	Dec. 24, 1909	Dec. 24, 1909	480 00
Nurse	R. B. Swartout	Oct. 2, 1911	Oct. 2, 1911	450 00
Nurse	James A. McKevitt	July 11, 1912	July 11, 1912	450 00

REFORMATORY FOR WOMEN — BEDFORD

UNCLASSIFIED SERVICE

Board of managers	James Wood	.....	Mar. 30, 1904	.....
	Charles H. Turner	.....	Feb. 8, 1905	.....
	Katharine C. Marquand	.....	Jan. 15, 1908	.....
	Harriet Munsey Griffin	.....	Jan. 20, 1909	.....
	Florence J. Harriman	.....	Jan. 20, 1909	.....
	David Cromwell	.....	Mar. 10, 1910	.....
	William G. Barrett	.....	May 18, 1910	.....

COMPETITIVE CLASS

Superintendent	Katharine B. Davis	Jan. 1, 1901	Jan. 1, 1901	3,000 00
Assistant superintendent	Mary R. Moore	Sept. 1, 1906	Sept. 1, 1906	1,800 00
Parole agent	Susan A. Ellison	April 15, 1901	April 18, 1907	720 00
Marshal	Ella J. Skeahan	Dec. 15, 1902	April 18, 1907	720 00
Physician	Margaret S. Halleck	April 1, 1901	April 1, 1901	1,200 00
Steward	Mary C. Sprague	July 1, 1912	July 1, 1912	1,000 00

REFORMATORY FOR WOMEN — BEDFORD — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Woman farmer	Mrs. Helen Davidson	Oct. 15, 1911	Oct. 15, 1911	$900 00
Stenographer	Emma M. Finn	Oct. 6, 1910	Oct. 6, 1910	600 00
Stenographer	Ida Lippman	Jan. 29, 1912	Jan. 29, 1912	480 00
Bookkeeper and storekeeper	Mrs. Zaide F. Miner	Feb. 9, 1912	Feb. 9, 1912	540 00
Sewing instructor	Carrie E. Winspear	Mar. 31, 1910	Mar. 31, 1910	480 00
Sewing instructor	Tillie Fischer	July 25, 1910	July 25, 1910	360 00
Sewing instructor	Mary V. Neville	July 10, 1912	July 10, 1912	360 00
Sewing instructor	Josephine Williams	Aug. 9, 1906	Dec. 2, 1912	360 00
Physical instructor	Theresa Gollhofer	Mar. 1, 1911	Mar. 1, 1911	600 00
Teacher	Ida J. Murphy	June 22, 1903	July 1, 1904	720 00
Teacher	Harriet D. Newcombe	Aug. 27, 1906	Aug. 27, 1906	480 00
Teacher	Belle L. Murphy	Oct. 1, 1911	Oct. 1, 1911	480 00
Teacher	Clara L. Lincoln	July 1, 1911	July 1, 1911	480 00
Teacher	Cornelia J. Lillibridge	April 18, 1907	April 18, 1907	480 00
Teacher	Helena P. White	Sept. 2, 1912	Sept. 2, 1912	480 00
Teacher	Mrs. Katherine Newton	Sept. 20, 1911	Sept. 20, 1911	384 00
Matron	Mary Hennessy	July 8, 1905	July 8, 1905	720 00
Matron	Emma Evertson	Jan. 10, 1901	Oct. 1, 1902	500 00
Matron	Minnie Pierce	July 24, 1901	May 13, 1903	480 00
Matron	Sara J. Gardner	Mar. 15, 1902	Sept. 15, 1902	480 00
Matron	Mary Kain	July 20, 1908	Aug. 1, 1912	540 00
Matron	Alice E. Baldwin	May 10, 1907	Sept. 1, 1910	480 00
Matron	Mary E. Breen	April 1, 1908	July 10, 1911	720 00
Matron	Eliza Garland	Oct. 13, 1908	Feb. 1, 1911	480 00
Matron	Alice Mourin	May 8, 1912	Dec. 10, 1912	480 00
Matron	Lillian A. S. Ross	Sept. 2, 1909	Oct. 14, 1912	480 00
Matron	Cornelia Townsend	July 15, 1911	April 5, 1912	480 00
Cook and housekeeper	Mrs. Nellie T. Shortell	Mar. 1, 1910	Mar. 1, 1910	480 00

Cook and housekeeper	Mary J. Towey	July 18, 1911	July 18, 1911	420 00
Supply officer	Mrs. Frank S. Young	April 13, 1911	April 13, 1911	420 00
Chief engineer	Ira M. Fish	May 23, 1905	May 22, 1906	1,020 00
Assistant steam engineer	Ensign D. Emerson	Oct. 7, 1906	Oct. 7, 1906	600 00
Assistant engineer	William Shortell	Aug. 19, 1897	Feb. 1, 1910	624 00
Guard	Peter Quinn	May 22, 1906	May 22, 1906	600 00
Guard	Thomas Mangen	July 1, 1909	July 1, 1909	600 00
Guard	Victor Venne	Aug. 28, 1907	Aug. 28, 1907	600 00

NEW YORK STATE REFORMATORY AND EASTERN NEW YORK REFORMATORY

Unclassified Service

Board of managers	John F. Herbert	.....	June 13, 1907	.....
	Frank B. Hoornbeek	.....	June 13, 1907	.....
	Henry Melville	.....	June 13, 1907	.....
	Maurice M. Wall	.....	May 3, 1911	.....
	Marvin Olcott	.....	April 16, 1908	.....
	Henry J. Gaisman	.....	May 3, 1911	.....
	William H. Lovell	.....	July 18, 1911	.....

Exempt Class

Superintendent of reformatories	Patrick J. McDonnell	July 1, 1900	June 1, 1911	5,000 00

NEW YORK STATE REFORMATORY — ELMIRA

Exempt Class

Protestant chaplain	W. H. Chapman	Jan. 1, 1901	Jan. 1, 1901	1,200 00
Catholic chaplain	J. A. Conway	Jan. 1, 1907	Jan. 1, 1907	1,200 00
Hebrew chaplain	J. Marcus	Nov. 1, 1911	Nov. 1, 1911	800 00

Competitive Class

Assistant superintendent	Frank L. Christian	June 15, 1901	July 10, 1911	3,500 00
Superintendent of trade school	E. E. Clark	July 18, 1892	Jan. 1, 1901	1,800 00
Superintendent of education	Ivan T. Smith	July 15, 1908	July 15, 1908	1,800 00
Physician	John R. Harding	Dec. 6, 1909	Sept. 18, 1911	2,000 00
Assistant physician	C. H. Turner	Oct. 16, 1911	Oct. 16, 1911	1,200 00
Visiting dentist	H. B. Mitchell	Sept. 16, 1905	Sept. 16, 1905	144 00

NEW YORK STATE REFORMATORY — ELMIRA — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Chief clerk	Frank W. Newton	Oct. 1, 1903	Nov. 6, 1911	$1,800 00
Private secretary	Fred C. Allen	Oct. 25, 1900	Feb. 15, 1912	1,200 00
Transfer agent	Byron W. Vosburgh	Sept. 16, 1903	Sept. 16, 1903	1,200 00
Bertillon measurer	C. A. McCollum	Mar. 21, 1895	Oct. 1, 1907	1,200 00
Chief parole agent	H. B. Rodgers	July 1, 1912	July 1, 1912	1,800 00
Assistant parole agent	A. G. Benedict	July 1, 1912	July 1, 1912	1,200 00
Assistant parole agent	Martin M. McDonough	July 1, 1912	July 1, 1912	1,200 00
Steward	Thomas Murphy	Nov. 9, 1887	Nov. 16, 1911	1,500 00
Chef	John G. Fay	April 27, 1904	July 1, 1912	900 00
Gardener (guard)	W. M. Purdy	Dec. —, 1901	Dec. 1, 1910	1,200 00
Bookkeeper	Ernest D. Pritchard	May 25, 1907	May 25, 1907	1,200 00
Bookkeeper	Guy E. Meeker	Mar. 1, 1909	Nov. 16, 1911	1,200 00
Storekeeper	C. S. Beckwith	Jan. 5, 1893	Jan. 1, 1901	1,200 00
Storekeeper	Albert W. Brown	Jan. 18, 1909	Jan. 18, 1909	1,100 00
Stenographer	Helen H. Levy	July 1, 1912	July 1, 1912	720 00
Telegrapher-clerk	Ralph M. Newell	Sept. 25, 1899	Feb. 15, 1912	720 00
Clerk	Lafayette Hoffman	Aug. 24, 1908	Aug. 24, 1908	960 00
Clerk	George F. Come	Jan. 16, 1912	Jan. 16, 1912	720 00
Clerk	Louis Hyman	Nov. 6, 1912	Nov. 6, 1912	600 00
Instructor, military	V. M. Masten	Nov. 7, 1896	Nov. 7, 1896	1,800 00
Instructor, physical	W. D. Taylor	Dec. 26, 1905	Dec. 12, 1906	1,200 00
Instructor, machinery	R. H. Pearch	Aug. 5, 1903	Aug. 5, 1903	1,200 00
Instructor, molding	James A. Ryan	Oct. 5, 1897	Oct. 5, 1897	1,200 00
Instructor, bricklaying	A. H. Keeler	June 12, 1901	June 12, 1901	1,200 00
Instructor, carpentry	James S. Wheeler	July 9, 1906	July 9, 1906	1,200 00
Instructor, carpentry	Henry F. Luhrig	Feb. 20, 1911	Feb. 20, 1911	900 00
Instructor, bookbinding	William W. Dibble	Jan. 21, 1899	Jan. 21, 1899	1,200 00
Instructor, upholstering	A. Von Hoeffen	Mar. 19, 1890	Mar. 19, 1890	1,200 00

Instructor, tailoring	E. H. Haberlau	Nov. 25, 1901	Nov. 25, 1901	1,200 00
Instructor, tailoring	Henry A. Johnson	Dec. 8, 1910	Dec. 8, 1910	1,000 00
Instructor, tinsmithing	S. T. Napier	Aug. 20, 1907	Aug. 20, 1907	1,200 00
Instructor, shoemaking	James P. McCanna	Mar. 3, 1886	Mar. 3, 1886	1,200 00
Instructor, printing	C. F. Sullivan	Oct. 22, 1906	Oct. 22, 1906	1,200 00
Instructor, plumbing	William Espey	Aug. 31, 1896	Jan. 1, 1901	1,200 00
Instructor, painting	Samuel L. Hurly	Mar. 19, 1902	April 1, 1905	1,200 00
Instructor, blacksmithing	Fred Gehbauer	Oct. 16, 1909	Oct. 16, 1909	1,100 00
Instructor, cabinet making and machine woodworking	John T. Richter	Mar. 15, 1910	Mar. 15, 1910	1,000 00
Instructor, masonry	James Kenny	June 3, 1912	June 3, 1912	800 00
Teacher of music	Arnold F. Hager	April 1, 1899	Jan. 1, 1901	1,200 00
Chief engineer	G. A. Shepardson	Sept. 22, 1902	Dec. 1, 1906	1,400 00
Assistant engineer and electrician	P. S. Tompkins	Nov. 19, 1900	Oct. 1, 1908	900 00
Assistant engineer and electrician	Frank C. Rebman	Mar. 13, 1911	Mar. 13, 1911	780 00
Assistant electrical engineer	Charles L. Argetsinger	Jan. 3, 1903	Jan. 3, 1903	900 00
Chief guard	P. McLaughlin	Feb. 1, 1888	Jan. 1, 1901	1,200 00
Chief guard	A. M. Wolf	Jan. 1, 1901	Nov. 7, 1903	1,200 00
Chief guard	J. H. Gunderman	April 15, 1895	Jan. 1, 1901	1,200 00
Chief guard	James Riffe	Dec. 2, 1895	Jan. 1, 1901	1,200 00
Chief guard	D. M. Espey	April 7, 1896	Jan. 1, 1901	1,200 00
Chief guard	Glen I. Pitts	Jan. 6, 1899	April 1, 1904	1,200 00
Chief guard	John D. Driscoll	July 25, 1902	May 1, 1909	1,200 00
Chief guard	Louis E. Lawes	Sept. 17, 1906	Mar. 16, 1912	1,200 00
Guard	B. Spencer	July 24, 1876	July 24, 1876	1,200 00
Guard	F. A. Bowman	July 10, 1888	July 10, 1888	1,200 00
Guard	B. D. Fuller	Sept. 21, 1891	Jan. 1, 1901	1,200 00
Guard	P. O'Rourke	April 9, 1892	Jan. 1, 1901	1,200 00
Guard	Dennis Burns	Mar. 11, 1893	Mar. 11, 1893	1,200 00
Guard	G. W. Smith	May 1, 1893	Jan. 1, 1901	1,200 00
Guard	Samuel Manning	Sept. 12, 1893	Sept. 12, 1893	1,200 00
Guard	William Prendergast	Mar. 16, 1894	Mar. 16, 1894	1,200 00
Guard	W. H. Newman	April 8, 1895	Jan. 1, 1901	1,200 00
Guard	Jacob Butterfuss	April 13, 1896	April 13, 1896	1,200 00
Guard	H. M. Riffe	April 17, 1896	April 17, 1896	1,200 00
Guard	J. E. Gardner	June 22, 1896	June 22, 1896	1,200 00
Guard	Edward L. Parshall	Aug. 1, 1899	Aug. 1, 1899	1,200 00
Guard	John H. Clark	May 8, 1900	May 8, 1900	1,200 00

NEW YORK STATE REFORMATORY — ELMIRA — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Guard	George J. Zepp	June 15, 1900	June 15, 1900	$1,200 00
Guard	Benjamin W. Topping	Mar. 6, 1901	Mar. 6, 1901	1,200 00
Guard	Lee W. Card	April 17, 1901	April 17, 1901	1,200 00
Guard	George W. Brewer	May 27, 1901	May 27, 1901	1,200 00
Guard	J. C. Laughlin	Oct. 23, 1901	Oct. 23, 1901	1,200 00
Guard	Frank O. Hill	Nov. 8, 1901	Nov. 8, 1901	1,200 00
Guard	Charles C. Wood	May 1, 1902	May 1, 1902	1,200 00
Guard	Fred J. Knapp	Oct. 8, 1903	Oct. 8, 1903	1,200 00
Guard	William J. Bartlett	Sept. 5, 1904	Sept. 5, 1904	1,200 00
Guard	James F. Lamoreau	April 11, 1905	April 11, 1905	1,200 09
Guard	Samuel L. Meddaugh	May 10, 1906	May 10, 1906	1,200 00
Guard	Lewis B. Grimes	Aug. 19, 1902	Aug. 19, 1902	1,200 00
Guard	Garrie E. Suffern	Jan. 28, 1903	Jan. 28, 1903	1,200 00
Guard	Herman M. Stoddard	Mar. 20, 1903	Mar. 20, 1903	1,200 00
Guard	William H. McNevin	May 23, 1900	May 23, 1900	1,200 00
Guard	J. F. Loughlin	July 30, 1903	July 30, 1903	1,200 00
Guard	Simon Wingender	Sept. 3, 1903	Sept. 3, 1903	1,200 00
Guard	William H. Whitmore	Mar. 14, 1904	Mar. 14, 1904	1,200 00
Guard	Frank A. Brown	Mar. 14, 1904	Mar. 14, 1904	1,200 00
Guard	E. N. McCarty	June 11, 1904	June 11, 1904	1,200 00
Guard	Edward E. Wallace	July 8, 1904	July 8, 1904	1,200 00
Guard	Floyd C. Springer	Aug. 29, 1904	Aug. 29, 1904	1,200 00
Guard	Hazard F. Shultz	Sept. 29, 1904	Sept. 29, 1904	1,200 00
Guard	Abel S. Fisher	Feb. 3, 1905	Feb. 3, 1905	1,200 00
Guard	Patrick Mitchell	Sept. 13, 1900	Sept. 13, 1900	1,200 00
Guard	William H. Nash	June 1, 1905	June 1, 1905	1,200 00
Guard	E. L. Fuller	July 11, 1907	July 11, 1907	1,200 00
Guard	Walter Dowdle	Sept. 2, 1902	Sept. 2, 1902	1,200 00

Guard	Hiram Updyke	Nov. 5, 1908	Nov. 5, 1908	1,200 00
Guard	James H. Murphy	April 9, 1906	April 9, 1906	1,200 00
Guard	John G. Courtwright	Mar. 24, 1906	Mar. 24, 1906	1,200 00
Guard	Thomas B. Chambers	May 5, 1906	May 5, 1906	1,200 00
Guard	Claude E. Graves	Oct. 4, 1906	Oct. 4, 1906	1,200 00
Guard	James Lochren	Feb. 6, 1907	Feb. 6, 1907	1,200 00
Guard	Patrick J. Honan	May 12, 1907	Jan. 5, 1912	1,200 00
Guard	John S. Suffern	July 7, 1903	Mar. 15, 1912	1,200 00
Guard	Weaver C. Moss	May 4, 1909	May 4, 1909	1,100 00
Guard	Ralph Bonnell	Oct. 2, 1909	Oct. 2, 1909	1,100 00
Guard	James E. Shappie	April 16, 1909	Feb. 28, 1911	1,100 00
Guard	Glen E. Updyke	July 18, 1910	July 18, 1910	1,000 00
Guard	Lewis B. Gilbert	July 10, 1911	July 10, 1911	900 00
Guard	Rutherford H. Thompson	Mar. 18, 1912	Mar. 18, 1912	800 00

EASTERN NEW YORK REFORMATORY — NAPANOCH

Exempt Class

Protestant chaplain	C. Morton Seiple	Nov. 1, 1907	Nov. 1, 1907	1,200 00
Catholic chaplain	Thomas B. Dougherty	Jan. 1, 1913	Jan. 1, 1913	800 00
Rabbi	Isadore Bernstein	Oct. 1, 1906	Oct. 1, 1906	600 00

Competitive Class

Assistant superintendent	George Deyo	Oct. 15, 1906	Oct. 15, 1906	3,500 00
Assistant physician	Frank L. Heacox	Oct. 24, 1906	Oct. 24, 1906	1,500 00
Chief clerk	DeVere E. Smith	Oct. 27, 1906	Oct. 27, 1906	1,500 00
Bookkeeper	George F. Brackley	Jan. 3, 1910	Jan. 3, 1910	840 00
Storekeeper	G. R. Crissey	Aug. 11, 1891	April 1, 1906	1,200 00
Head teacher	Abram Deyo	Oct. 26, 1905	Oct. 26, 1905	1,200 00
Superintendent of construction	Louis B. Tenney	July 5, 1912	July 5, 1912	1,800 00
Instructor in masonry and bricklaying	Joseph Hannon	July 1, 1909	July 1, 1909	1,100 00
Instructor in carpentry	John N. Stowe	Sept. 9, 1907	Sept. 9, 1907	1,200 00
Chief engineer	Henry W. Justus	Oct. 19, 1911	Oct. 19, 1911	1,200 00
Captain of the guard	Burgar M. Bailey	Oct. 20, 1899	Jan. 1, 1909	1,350 00
Chief guard	Thomas S. Fowler	May 11, 1901	Mar. 16, 1912	1,200 00
Chief guard	John L. Hoffman	Aug. 9, 1902	Aug. 15, 1912	1,200 00
Chief guard	William H. Delaney	Sept. 10, 1903	Sept. 1, 1912	1,200 00

EASTERN NEW YORK REFORMATORY — NAPANOCH — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Guard	Byron Kortright	June 28, 1901	June 9, 1902	$1,200 00
Guard	Cloys N. Hurd	Jan. —, 1889	Aug. 20, 1901	1,200 00
Guard	Patrick T. Gordon	April 1, 1894	Dec. 20, 1900	1,200 00
Guard	William T. Glass	June 22, 1898	Dec. 5, 1900	1,200 00
Guard	Herbert Kelder	Aug. 28, 1903	April 4, 1905	1,200 00
Guard	William R. Palen	Sept. 22, 1903	Mar. 11, 1904	1,200 00
Guard	George Burchard	Nov. 25, 1899	Mar. 11, 1904	1,200 00
Guard	Louis E. Westbrook	April 1, 1904	Sept. 1, 1904	1,200 00
Guard	H. H. Townsend	June 1, 1903	Aug. 1, 1907	1,200 00
Guard	Robert Wager	May 30, 1908	May 30, 1908	1,200 00
Guard	Leonard M. O'Bryan	April 11, 1908	April 11, 1908	1,200 00
Guard	William P. Duggan	April 1, 1908	April 1, 1908	1,200 00
Guard	James G. Jones	Dec. 10, 1907	Dec. 10, 1907	1,200 00
Guard	Lawrence E. Osborne	Sept. 14, 1907	Sept. 14, 1907	1,200 00
Guard	W. C. Derby Elting	Oct. 25, 1907	Oct. 25, 1907	1,200 00
Guard	Blaine Wright	April 20, 1908	April 20, 1908	1,200 00
Guard	Frank Smith	Oct. 28, 1908	Oct. 28, 1908	1,200 00
Guard	Herbert Selmser	Sept. 15, 1908	Sept. 15, 1908	1,200 00
Guard	Nicholas Mentnech	Sept. 3, 1908	Sept. 3, 1908	1,200 00
Guard	Chester L. Miller	May 25, 1908	May 25, 1908	1,200 00
Guard	Frederick Schurstedt	May 21, 1908	May 21, 1908	1,200 00
Guard	William C. Johnson	May 11, 1909	May 11, 1909	1,100 00
Guard	Philip B. Opdenbrouw	June 8, 1909	June 8, 1909	1,100 00
Guard	Elbert Westbrook	Oct. 16, 1910	Sept. 16, 1911	1,000 00
Guard	Claude J. Brown	Mar. 1, 1911	Mar. 1, 1911	1,000 00
Guard	Samuel T. Evans	April 16, 1910	Jan. 16, 1911	900 00
Guard	Judson B. Hoornbeck	Jan. 2, 1912	Jan. 2, 1912	900 00
Guard	Walter M. Canty	Feb. 1, 1912	Feb. 1, 1912	800 00

Guard	William R. Edwards	April 27, 1912	Jan. 1, 1913	800 00
Guard	John C. Noonan	April 1, 1912	April 1, 1912	800 00
Guard	John J. McConnell	May 4, 1912	May 4, 1912	800 00

TRAINING SCHOOL FOR GIRLS — HUDSON

UNCLASSIFIED SERVICE

Board of managers	Charles H. Strong	.....	Feb. 9, 1905	.....
	Annie W. Allen	.....	Jan. 31, 1906	.....
	Nathaniel H. Levi	.....	Jan. 13, 1908	.....
	Marcia Chase Powell	.....	Jan. 22, 1908	.....
	Thomas Wilson	.....	April 15, 1909	.....
	H. McKie Wing	.....	July 18, 1911	.....
	Sarah Blanche Peabody	.....	Sept. 30, 1911	.....

EXEMPT CLASS

Superintendent	Hortense V. Bruce	Mar. 15, 1900	Mar. 15, 1900	3,000 00

COMPETITIVE CLASS

Assistant superintendent	Jessamine S. Whitney	Nov. 5, 1912	Nov. 5, 1912	1,000 00
Resident physician	Jennie A. Dean	Dec. 9, 1912	Dec. 9, 1912	1,000 00
Steward	Grace W. Sullivan	Nov. 20, 1905	Dec. 25, 1908	1,200 00
Bookkeeper and storekeeper	Lena G. King	June 18, 1910	June 18, 1910	540 00
Bookkeeper	Gertrude S. Steele-Brooks	June 12, 1912	Sept. 1, 1912	480 00
Clerk with knowledge of stenography	Charlotte L. Comfort	July 14, 1910	Nov. 11, 1912	480 00
Stenographer	Mrs. Harriet D. Bellows	Aug. 1, 1911	Aug. 1, 1911	600 00
Stenographer	Mary V. Fulton	Sept. 18, 1912	Sept. 18, 1912	480 00
Marshal	Sarah E. Henry	Nov. 1, 1905	Aug. 15, 1906	840 00
Parole agent	Lenna J. Craddock	Oct. 25, 1909	Oct. 25, 1909	840 00
Parole agent	Anna L. Gaffney	Sept. 9, 1912	Sept. 9, 1912	720 00
Farmer	William H. Swain	Nov. 1, 1911	Nov. 1, 1911	900 00
Cooking instructor	Bessie Ferguson	April 10, 1903	Jan. 7, 1905	480 00
Sewing instructor	Helen Herman	Jan. 31, 1910	Jan. 31, 1910	480 00
Sewing instructor	Mary E. Cassin	Dec. 26, 1912	Dec. 26, 1912	420 00
Sewing instructor	Anna B. Olmstead	June 1, 1912	June 1, 1912	420 00
Laundry instructor	Nora McCarthy	Feb. 8, 1909	Oct. 1, 1911	540 00

TRAINING SCHOOL FOR GIRLS — HUDSON — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Teacher	Edwin C. Rowley	July 1, 1897	July 1, 1897	$420 00
Teacher	Edith A. Culver	Aug. 15, 1907	Aug. 15, 1907	540 00
Teacher	Frances L. Delling	Aug. 4, 1906	Aug. 4, 1906	600 00
Teacher	Mary D. Dusinberre	Jan. 17, 1909	Jan. 17, 1909	660 00
Teacher	Ellen L. Baker	Aug. 27, 1910	Aug. 27, 1910	600 00
Teacher	Sarah E. Hicks	Oct. 1, 1911	Oct. 1, 1911	540 00
Prison matron	Adelia Whitaker	May 13, 1903	July 30, 1909	840 00
Hospital matron	Minnie H. Lavine	Feb. 2, 1904	Feb. 2, 1904	720 00
Garden matron	Mary E. D. Frazier	April 11, 1912	April 21, 1912	480 00
Cottage matron	Adelaide E. Baumgras	Sept. 28, 1908	April 8, 1909	540 00
Cottage matron	Alice A. Clark	Jan. 9, 1900	Jan. 1, 1901	540 00
Cottage matron	Nellie J. Easland	June 1, 1906	May 1, 1909	540 00
Matron	Lucy W. Hunt	June 5, 1902	June 18, 1904	600 00
Matron	Grace L. Dobie	Aug. 1, 1909	June 14, 1911	600 00
Matron	Clara Van Wagner	June 10, 1909	May 1, 1910	540 00
Matron	Charlotte Nash	Oct. 20, 1902	July 1, 1903	540 00
Matron	Mary Vallette	Oct. 21, 1895	June 1, 1905	540 00
Matron	Jessie H. Foster	Sept. 16, 1907	Oct. 31, 1910	540 00
Matron	Nellie E. Walters	Jan. 13, 1910	June 14, 1911	540 00
Matron	Hazel I. Ross	June 24, 1911	Oct. 4, 1912	540 00
Matron	Mary F. Little	Dec. 5, 1897	July 1, 1906	480 00
Guard	William H. Churchill	June 4, 1903	June 4, 1903	540 00
Guard	Peter H. Link	May 1, 1910	May 1, 1910	540 00
Guard	McKenzie Parks	Feb. 6, 1912	Feb. 6, 1912	540 00
Engineer and electrician	A. W. Van Vliet	Mar. 25, 1908	Mar. 25, 1908	960 00
Assistant engineer and electrician	Burton C. Frezon	May 1, 1908	June 23, 1912	720 00
Assistant steam engineer	Christopher U. Greene	May 1, 1911	May 1, 1911	720 00

AGRICULTURAL AND INDUSTRIAL SCHOOL — INDUSTRY

UNCLASSIFIED SERVICE

Board of managers	John F. White	May 26, 1910	May 26, 1910	.....
	Albert H. Tracy, Jr	Sept. 30, 1911	Sept. 30, 1911	.....
	Thomas L. Quigley	May 3, 1911	May 3, 1911	.....
	Fanny A. Whitney	May 3, 1911	May 3, 1911	.....
	Henry W. Boires	June 27, 1911	June 27, 1911	.....
	Samuel P. Moulthrop	June 27, 1911	June 27, 1911	.....

EXEMPT CLASS

Catholic chaplain	Edward J. Dwyer	Jan. 15, 1911	Jan. 15, 1911	1,200 00
Protestant chaplain	Arthur O. Sykes	Feb. 16, 1912	Feb. 16, 1912	1,200 00
Rabbi	Max S. Moll	Nov. 13, 1907	Nov. 13, 1907	600 00

COMPETITIVE CLASS

Superintendent	David Bruce	May 1, 1891	Sept. 10, 1912	4,000 00
Resident physician	Frederick L. Wright	Oct. 13, 1909	Oct. 13, 1909	1,500 00
Optical surgeon	T. Joseph O'Connell	May 19, 1912	May 19, 1912	480 00
Protestant parole agent	J. A. Hanvey	Feb. 25, 1896	Dec. 12, 1906	1,200 00
Catholic parole agent	Don C. Manning	Oct. 1, 1912	Oct. 1, 1912	1,200 00
Parole officer	Charles H. Goff	Jan. 1, 1910	Jan. 1, 1910	1,200 00
Parole officer	Lewis H. Mott	Jan. 1, 1910	Jan. 1, 1910	1,200 00
Parole officer	Charles E. Ewing	Jan. 1, 1910	Jan. 1, 1910	1,200 00
Steward	Jesse J. Herbison	May 28, 1903	Dec. 7, 1912	1,500 00
Storekeeper	William F. Grady	June 7, 1899	Feb. 1, 1912	780 00
Storekeeper	Sylvester W. Matthews	Sept. 6, 1908	Feb. 19, 1912	600 00
Storekeeper	George F. Brandow	June 16, 1906	Mar. 1, 1912	600 00
Inspector	James R. Robertson	Oct. 7, 1888	Mar. 1, 1909	1,200 00
Clerk	Ruth A. Weeden	June 9, 1911	June 9, 1911	600 00
Clerk	Charlotte O'Grady	May 1, 1896	May 1, 1901	540 00
Superintendent's clerk	Lulu A. Van Brunt	Nov. 1, 1909	Nov. 1, 1909	480 00
Stenographer	Lillian Belle Banks	Nov. 9, 1908	Nov. 9, 1908	660 00
Telephone operator	Lillian J. Collins	July 1, 1912	July 1, 1912	420 00
Organist and guide	George H. Stell	May 1, 1907	May 1, 1907	500 00
Catholic organist	M. F. O'Laughlin	July 1, 1895	Jan. 1, 1901	336 00
Chief nurse	Flossie F. Jerome	June 1, 1911	June 1, 1911	480 00

AGRICULTURAL AND INDUSTRIAL SCHOOL — INDUSTRY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Matron	C. L. Collson	Oct. 1, 1892	Feb. 21, 1899	$1,200 00
Matron	Mary E. Guinan	Sept. 1, 1909	Sept. 1, 1909	600 00
Assistant matron	Mrs. L. A. Reilly	Mar. 19, 1895	Oct. 1, 1908	480 00
Assistant matron	Margaret Hickey	April 16, 1895	Oct. 1, 1912	360 00
Supervisor of colony farms	Erastus McPhee	Oct. 6, 1906	Dec. 21, 1912	1,500 00
Supervisor of cottage, disciplinary	L. A. Reilly	Feb. 2, 1895	Oct. 1, 1908	1,000 00
Supervisor of farm cottage	Ulysses G. Spink	Sept. 11, 1907	Sept. 11, 1907	660 00
Supervisor of farm cottage	Fred L. Beals	June 1, 1907	June 1, 1907	660 00
Supervisor of farm cottage	Harry Vaughn	Jan. 1, 1906	Jan. 1, 1906	660 00
Supervisor of farm cottage	Harry J. Murphy	Mar. 1, 1909	Mar. 1, 1909	660 00
Supervisor of farm cottage	Scott O. Neilson	Sept. 16, 1907	Sept. 16, 1907	660 00
Supervisor of farm cottage	James Murphy	Aug. 1, 1906	Aug. 1, 1906	660 00
Supervisor of farm cottage	William H. Anderson	July 15, 1906	July 15, 1906	660 00
Supervisor of farm cottage	Andrew T. Whalen	Nov. 1, 1906	Nov. 1, 1906	660 00
Supervisor of farm cottage	Frank F. Herrick	Jan. 4, 1909	Sept. 1, 1909	660 00
Supervisor of farm cottage	Floyd I. Pratt	Mar. 16, 1908	Mar. 16, 1908	660 00
Supervisor of farm cottage	George S. Wilkinson	Mar. 27, 1908	Mar. 27, 1908	660 00
Supervisor of farm cottage	Bernard J. O'Brien	April 16, 1907	April 16, 1907	660 00
Supervisor of farm cottage	Manley C. Oakes	Mar. 1, 1909	Mar. 1, 1909	660 00
Supervisor of farm cottage	Lysander Lincoln	April 1, 1911	April 1, 1911	660 00
Supervisor of farm cottage	Mowry E. Skinkle	May 22, 1911	May 22, 1911	660 00
Supervisor of farm cottage	James D. McPhee	Sept. 15, 1911	Sept. 15, 1911	660 00
Supervisor of farm cottage	Hervey Walkley	July 14, 1909	Mar. 7, 1911	660 00
Supervisor of farm cottage	Peter J. Murtaugh	Jan. 10, 1911	Jan. 10, 1911	660 00
Supervisor of farm cottage	Joseph E. Blauvelt	Oct. 12, 1911	Oct. 12, 1911	600 00
Supervisor of farm cottage	Caleb W. Hayes	Nov. 15, 1909	May 23, 1912	600 00
Supervisor of farm cottage	Henry T. Simonson	May 10, 1912	May 10, 1912	600 00
Supervisor of farm cottage	Michael Maher	Nov. 13, 1912	Nov. 13, 1912	600 00

Supervisor of farm cottage	William H. Vaughan	Oct. 1, 1912	Oct. 1, 1912	600 00
Chief engineer and electrician	Warren B. Graves	Sept. 3, 1904	Dec. 1, 1910	1,100 00
Assistant engineer	George B. Carroll	Oct. 1, 1907	Oct. 1, 1907	840 00
Assistant steam engineer	Earl L. Rittenhouse	April 16, 1906	April 16, 1906	840 00
Assistant engineer	Bernard Anderson	April 1, 1910	April 1, 1910	720 00
Superintendent of school	Helen M. Shattuck	Sept. 1, 1892	Jan. 1, 1901	1,200 00
Teacher	Annie V. Finegan	Oct. 14, 1907	Oct. 14, 1907	780 00
Teacher	Julia C. Gainard	Sept. 1, 1894	Sept. 1, 1894	780 00
Teacher	Nellie E. Hayner	Sept. 1, 1892	Sept. 1, 1892	780 00
Teacher	Jennie Howell	Sept. 1, 1893	Sept. 1, 1893	780 00
Teacher	Jennie McAuliffe	May 18, 1891	May 18, 1891	780 00
Teacher	Laura Wilson	Dec. 1, 1893	Dec. 1, 1893	780 00
Teacher	Eleanor E. Miller	Sept. 1, 1898	Sept. 1, 1898	780 00
Teacher	Gertrude L. Davis	Feb. 1, 1905	Feb. 1, 1905	780 00
Teacher	Anna L. Breen	April 17, 1899	April 17, 1899	780 00
Teacher	Maude Ellis	Sept. 1, 1908	Sept. 1, 1909	660 00
Teacher	Mary E. Cullen	April 1, 1909	April 1, 1909	660 00
Teacher	Elizabeth C. Trussell	Jan. 1, 1909	Jan. 1, 1909	660 00
Teacher	Martha J. Conway	Mar. 1, 1909	Mar. 1, 1909	660 00
Teacher	Anna M. Dowling	Nov. 1, 1909	Nov. 1, 1909	660 00
Teacher	Mary E. George	Jan. 3, 1910	Jan. 3, 1910	660 00
Teacher	Florence V. Foley	Sept. 1, 1912	Sept. 1, 1912	660 00
Teacher	Nellie R. Quin	Oct. 1, 1911	Oct. 1, 1911	600 00
Teacher	Jean R. Brandow	Mar. 1, 1912	Mar. 1, 1912	600 00
Teacher	Anna B. McNamara	Oct. 1, 1911	Oct. 1, 1911	540 00
Instructor in baking and supervisor of cottage	Fred A. Smith	Nov. 12, 1909	Nov. 12, 1909	720 00
Instructor in blacksmithing and supervisor of cottage	Adolph F. Kohler	Nov. 18, 1907	Nov. 18, 1907	900 00
Instructor in carpentry	J. H. Van Dyne	Sept. 1, 1887	Sept. 1, 1887	900 00
Instructor in carpentry	James R. Howard	Aug. 1, 1906	Mar. 1, 1909	900 00
Instructor in masonry and supervisor of cottage	Flavius G. Coe	Mar. 21, 1910	Mar. 21, 1910	900 00
Instructor in tailoring and supervisor of cottage	Jacob M. Gilbert	Jan. 15, 1910	Jan. 15, 1910	900 00
Instructor in tailoring	Llewellyn McKenna	Mar. 1, 1909	Mar. 1, 1909	900 00
Instructor in electrical construction	J. F. Flanagan	Feb. 1, 1893	Feb. 1, 1893	900 00
Instructor in laundering	Edwin Robinson	Jan. 1, 1908	Jan. 1, 1908	720 00
Instructor in machinery	George T. Lockman	June 14, 1889	June 14, 1889	900 00
Instructor in printing	Egbert Hockstra	Sept. 1, 1890	Sept. 1, 1890	900 00

AGRICULTURAL AND INDUSTRIAL SCHOOL — INDUSTRY — (*concluded*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*concluded*)			
Instructor in milling	Charles D. Baker	Sept. 2, 1911	Sept. 2, 1911	$840 00
Instructor in painting	Peter B. Cook	Nov. 16, 1911	Nov. 16, 1911	780 00
Instructor, band	F. B. Remington	April 1, 1895	April 1, 1895	780 00
Butcher	Frank F. Gillett	Feb. 1, 1910	Feb. 1, 1910	720 00
Chief guard	Newton H. Baldwin	Mar. 10, 1906	Mar. 14, 1912	600 00
Guard	Edward J. Thompson	Oct. 17, 1910	Oct. 17, 1910	660 00
Guard	John J. Masoner	Sept. 26, 1912	Sept. 26, 1912	660 00
Guard	William D. Gallagher	Sept. 18, 1912	Sept. 18, 1912	660 00
Guard	Elmer E. Washburn	Feb. 15, 1903	Mar. 24, 1907	600 00
Guard	John Andrew Penn	June 18, 1907	June 18, 1907	600 00
Guard	Theodore Coe, Jr.	Oct. 18, 1908	Oct. 18, 1908	600 00
Guard	John H. Sharpe	Aug. 1, 1899	Jan. 1, 1901	600 00
Guard	John M. Weidman	Dec. 1, 1908	Mar. 1, 1910	600 00
Guard	Edward W. Holm	Mar. 15, 1910	Mar. 15, 1910	600 00
Guard	Theron H. Davis	Oct. 3, 1910	Oct. 3, 1910	600 00
Guard	Fred Goldsmith	Oct. 2, 1910	Oct. 2, 1910	600 00
Guard	Orland D. Bullis	Feb. 1, 1911	Feb. 1, 1911	600 00
Guard	Richard P. Ingalls, Jr.	Feb. 1, 1911	Aug. 5, 1911	600 00
Guard	Jesse B. James	Feb. 1, 1911	Oct. 1, 1911	600 00
Guard	Bernice B. Anderson	Mar. 17, 1911	Mar. 17, 1911	600 00
Guard	John B. Garrison	May 1, 1911	May 1, 1911	600 00
Guard	David John Gibson	May 7, 1911	May 7, 1911	600 00
Guard	Jacob B. Metzger	May 11, 1911	May 11, 1911	600 00
Guard	Edward T. Smith	April 5, 1912	April 5, 1912	600 00
Guard	Samuel Leddin	Mar. 9, 1910	Mar. 9, 1910	600 00
Guard	Robert Soule McGiven	May 10, 1912	May 10, 1912	600 00
Guard	William W. Stevens	Aug. 1, 1912	Aug. 1, 1912	600 00

Guard	Clair M. Gere	Aug. 3, 1912	Aug. 3, 1912	600 00
Guard	William F. Oakes	Sept. 15, 1912	Sept. 15, 1912	540 00
Guard	Thomas J. Williams	Aug. 19, 1912	Aug. 19, 1912	540 00

THOMAS INDIAN SCHOOL — IROQUOIS

UNCLASSIFIED SERVICE

Board of managers	Newton A. Chaffee	.....	June 3, 1907	.....
	William Hatch	.....	June 3, 1907	.....
	Henry R. Howland	.....	June 3, 1907	.....
	Alfred L. Jimeson	.....	June 3, 1907	.....
	William S. Lawton	.....	June 3, 1907	.....
	Theodore L. Jimerson	.....	July 24, 1907	.....
	Samuel G. Keyes	.....	Jan. 13, 1908	.....
	James E. Bixby	.....	April 17, 1908	.....
	Mate C. Grezinger	.....	April 17, 1908	.....

COMPETITIVE CLASS

Superintendent	Emily P. Lincoln	April —, 1895	July 23, 1907	2,000 00
Physician	A. D. Lake	April —, 1895	April —, 1895	400 00
Steward	Ida L. Bunn	Nov. 10, 1904	Oct. 1, 1911	780 00
Bookkeeper	Nellie J. Foore	Nov. 1, 1911	Nov. 1, 1911	480 00
Stenographer	Alta J. Alden	Mar. 15, 1907	Mar. 15, 1907	600 00
Instructor in carpentry	Anton F. Lorenz	Sept. 1, 1903	Sept. 1, 1903	900 00
Music teacher	Nettie Reynolds	Sept. —, 1896	Sept. —, 1896	720 00
Kindergartner	Donna I. Collins	Oct. 1, 1899	Oct. 1, 1899	720 00
Head teacher	John C. Brennan	Sept. 1, 1905	Sept. 1, 1905	1,200 00
Teacher	Mary M. Brennan	Oct. 28, 1899	Sept. 1, 1900	720 00
Teacher	Louise A. Courtney	Sept. 1, 1909	Sept. 1, 1909	600 00
Teacher	Augusta L. Anderson	Oct. 9, 1911	Oct. 9, 1911	540 00
Teacher	S. Livonia Nearing	Sept. 14, 1912	Sept. 14, 1912	480 00
Matron	Halla Wells	April —, 1895	Aug. 26, 1907	800 00
Nurse	Bertha R. Knight	Dec. 3, 1909	Dec. 3, 1909	480 00
Assistant engineer	Herbert E. Lester	Dec. 6, 1912	Dec. 6, 1912	600 0

CUSTODIAL ASYLUM — NEWARK

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	UNCLASSIFIED SERVICE			
Board of trustees	Gertrude A. Moss	.....	May 6, 1910	.....
	Sarah F. Armstrong	.....	July 24, 1907	.....
	Albert P. Fowler	.....	July 24, 1907	.....
	Henry H. Stebbins	.....	Sept. 30, 1911	.....
	Ralph E. Wilder	.....	July 19, 1911	.....
	N. L. McDonald	.....	July 21, 1911	.....
	Fanny R. Bigelow	.....	Oct. 16, 1911	.....
	COMPETITIVE CLASS			
Superintendent	Ethan A. Nevin	Feb. 20, 1900	Dec. 17, 1909	$4,000 00
Physician	Anna Warneck	Dec. 3, 1901	Dec. 3, 1901	1,500 00
Chief clerk	Belle R. Norton	Oct. 1, 1894	Jan. 1, 1901	840 00
Clerk	Maude C. Miller	April 1, 1910	April 1, 1910	480 00
Stenographer	Anna T. Dugan	Mar. 25, 1902	Nov. 1, 1906	540 00
Stenographer	Teresa C. Frey	Jan. 25, 1912	Jan. 25, 1912	480 00
Bookkeeper	Anna S. McLaughlin	Nov. 18, 1910	Nov. 18, 1910	540 00
Steward-storekeeper	Edward T. Dunn	June 1, 1909	June 1, 1909	1,200 00
Sewing instructor	Adah Phillips	Jan. 29, 1897	Oct. 9, 1904	420 00
Sewing instructor	Mary A. Bishop	Feb. 1, 1907	Feb. 1, 1907	420 00
Sewing instructor	Mary Sweeny	Oct. 1, 1909	Oct. 1, 1909	420 00
Sewing instructor	Helena Thoms	Feb. 11, 1907	May 1, 1907	420 00
Head teacher	Vesta A. Gilmartin	Oct. 25, 1910	Oct. 25, 1910	600 00
Matron	Gertrude M. Palmer	June 26, 1910	June 26, 1910	900 00
Nurse	Inez T. L. Tolsma	Sept. 1, 1909	Sept. 1, 1909	480 00
Nurse	Nora H. Clancy	Aug. 1, 1912	Aug. 1, 1912	480 00
Engineer	John Van Vlack	Mar. 13, 1906	Mar. 13, 1906	1,200 00
Assistant engineer	Charles F. Ryan	Mar. 13, 1911	Aug. 22, 1911	900 00
Night watchman	Ellsworth F. Beal	Jan. 29, 1912	Jan. 29, 1912	432 00

WOMAN'S RELIEF CORPS HOME — OXFORD

UNCLASSIFIED SERVICE

Board of managers	Georgiana Griffith	.....	Mar. 30, 1904	.....
	Laura B. Clark	.....	April 17, 1906	.....
	Mary E. Seeley	.....	April 17, 1906	.....
	Allan C. Bakewell	.....	April 17, 1906	.....
	Susan E. Atkins	.....	June 11, 1908	.....
	George W. Ray	.....	June 11, 1908	.....
	Ella F. B. Scott	.....	April 15, 1909	.....

EXEMPT CLASS

Superintendent and steward	James S. Graham	Feb. 17, 1912	Feb. 17, 1912	2,500 00
Housekeeper	Mary K. Evans	July 1, 1912	July 1, 1912	480 00
Hospital matron	Olive J. Carter	Oct. 11, 1912	Oct. 11, 1912	600 00
Bookkeeper, cashier and stenographer	Valetta Guernsey	Dec. 21, 1912	Dec. 21, 1912	720 00
Watchman	James Cassidy	April 15, 1912	April 15, 1912	420 00
Storekeeper	Lula M. Tuttle	June 26, 1912	June 26, 1912	480 00
Stenographer	Martha R. Emerson	Nov. 13, 1911	Nov. 13, 1911	600 00

COMPETITIVE CLASS

Resident physician	Douw L. Vanderzee	Jan. 1, 1910	Jan. 1, 1910	1,500 00
Bookkeeper	Ednah C. Ryder	Mar. 1, 1912	Mar. 1, 1912	720 00
Farm manager	Charles H. Baldwin	Aug. 1, 1911	Aug. 1, 1911	900 00
Nurse	Annie Maney	Nov. 15, 1911	Nov. 15, 1911	450 00
Engineer and electrician	William E. Dunn	Mar. 10, 1898	Oct. 1, 1904	1,000 00
Assistant engineer and electrician	J. W. Burlison	April 15, 1911	April 15, 1911	600 00

HOSPITAL FOR INCIPIENT TUBERCULOSIS — RAY BROOK

UNCLASSIFIED SERVICE

Board of trustees	Martin E. McClary	.....	June 6, 1909	.....
	Martin Van Buren Ives	.....	Jan. 20, 1909	.....
	Frank A. Bosworth	.....	Mar. 10, 1910	.....
	Charles Gibson	.....	May 25, 1910	.....
	John H. Huddleston	.....	May 25, 1910	.....
	John R. Shillady	.....	May 25, 1910	.....
	John McCroskery	.....	July 18, 1911	.....

HOSPITAL FOR INCIPIENT TUBERCULOSIS — RAY BROOK — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS			
Superintendent	Albert H. Garvin	June 5, 1906	Dec. 21, 1909	$3,500 00
First assistant physician	Harry A. Bray	Sept. 1, 1906	Mar. 8, 1910	1,800 00
Second assistant physician	C. Ross Miller	.....	.....	1,000 00
Third assistant physician	Salvatore Floria	Nov. 1, 1912	Nov. 1, 1912	1,000 00
Stenographer and bookkeeper	Elizabeth Bancroft	Jan. 1, 1913	Jan. 1, 1913	600 00
Stenographer	Katherine T. Schubel	Jan. 1, 1911	Jan. 1, 1911	600 00
Steward	J. J. Farrington	June 16, 1909	June 16, 1909	1,400 00
Storekeeper	James E. Mack	April 8, 1911	April 8, 1911	660 00
Matron	Linda Cleland	Oct. 25, 1906	Feb. 17, 1908	900 00
Nurse	Katherine Fink	Oct. 11, 1910	Oct. 11, 1910	540 00
Nurse	Adelaide Booth	Oct. 26, 1910	Oct. 26, 1910	540 00
Nurse	Alice C. Gorey	Sept. 14, 1910	Sept. 14, 1910	540 00
Nurse	Anna B. Martin	Dec. 2, 1911	Dec. 2, 1911	510 00
Nurse	Sarah McGrane	Dec. 2, 1911	Dec. 2, 1911	600 00
Nurse	Elizabeth McMahon	Nov. 1, 1911	Nov. 1, 1911	510 00
Nurse	Helena Friedrich	May 1, 1912	May 1, 1912	480 00
Nurse	Carrie Williamson	May 1, 1912	May 1, 1912	480 00
Nurse	Anna Pritchard	July 11, 1912	July 11, 1912	480 00
Nurse	Emma Thayler	June 14, 1912	June 14, 1912	480 00
Engineer and electrician	John J. Brewer	Jan. 1, 1912	Jan. 1, 1912	960 00
Watchman	George W. Cooley	Feb. 27, 1911	Feb. 27, 1911	420 00

CUSTODIAL ASYLUM — ROME

UNCLASSIFIED SERVICE

Board of managers	James A. Douglass	.....	June 6, 1907	.....
	Thomas W. Singleton	.....	June 6, 1907	.....
	Edwin F. Torrey, Jr.	.....	April 21, 1908	.....
	Cyrus J. Severance	.....	April 7, 1909	.....
	Stoddard M. Stevens	.....	Jan. 19, 1910	.....
	John D. George	.....	June 27, 1911	.....
	Charles R. Mahady	.....	June 27, 1911	.....

COMPETITIVE CLASS

Superintendent	Charles Bernstein	Jan. 1, 1895	Aug. 1, 1904	4,000 00
Physician	M. C. Montgomery	Dec. 1, 1905	Nov. 1, 1906	1,900 00
Physician	Earl W. Fuller	July 1, 1911	July 1, 1911	1,200 00
Assistant physician	Michael Levitan	Feb. 16, 1911	Feb. 16, 1911	1,000 00
Stenographer	Emma N. Jones	Jan. 1, 1907	Jan. 1, 1907	480 00
Stenographer	Lorna A. Hay	June 6, 1907	June 6, 1907	480 00
Instructor in music	Edward Warmeling	Sept. 16, 1906	Jan. 1, 1911	600 00
Instructor in domestic arts	Helen Dunham	Aug. 16, 1912	Aug. 16, 1912	480 00
Bookkeeper	K. S. Putnam	Feb. 1, 1907	Feb. 1, 1907	900 00
Steward	Fred S. Smith	Dec. 6, 1897	Dec. 6, 1897	1,500 00
Storekeeper	Lee C. Johnson	June 13, 1910	Nov. 1, 1912	720 00
Head teacher	Mary I. Douglass	May 22, 1900	Oct. 1, 1908	660 00
Teacher	Matie M. Samson	Jan. 20, 1907	Feb. 1, 1907	480 00
Teacher	Margueretta B. Todd	April 18, 1911	April 18, 1911	420 00
Matron	Marianna Bayne	Mar. 14, 1904	June 15, 1905	900 00
Nurse	Elizabeth D. Swift	July 9, 1910	July 9, 1910	480 00
Nurse	S. Alyce Chamberlain	Nov. 16, 1909	Mar. 20, 1912	420 00
Engineer and electrician	Soren P. Anderson	Mar. 4, 1903	Feb. 15, 1910	1,200 00
Engineer	Thomas J. Williams	Dec. 1, 1911	Dec. 1, 1911	600 00
Assistant steam engineer	Mark C. Van Slyke	Jan. 31, 1911	Aug. 26, 1911	780 00

CRAIG COLONY — SONYEA

UNCLASSIFIED SERVICE

Board of managers	George E. Gorham	June 27, 1911	June 27, 1911	.....
	Percy L. Lang	May 17, 1910	May 17, 1910	.....
	Daniel B. Murphy	May 17, 1910	May 17, 1910	.....
	Frederick Peterson	May 17, 1910	May 17, 1910	.....
	Abbott Low Dow	July 18, 1911	July 18, 1911	.....
	Jeannette R. Hawkins	July 18, 1911	July 18, 1911	.....
	Barney S. Beuerlein	May 24, 1911	May 24, 1911	.....

EXEMPT CLASS

Agent and treasurer	John F. Connor	May 24, 1895	Oct. 8, 1895	1,200 00
Chaplain	J. R. Jeffrey	Oct. 12, 1909	Oct. 12, 1909	1,200 00
Chaplain	Walter McCarthy	Nov. 1, 1910	Nov. 1, 1910	1,200 00

CRAIG COLONY — SONYEA — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS			
Superintendent	William T. Shanahan	Feb. 11, 1901	Oct. 12, 1909	$3,800 00
Pathologist	J. F. Munson	June 1, 1906	June 1, 1906	2,500 00
First assistant physician	G. Kirby Collier	Mar. 25, 1903	Oct. 12, 1909	2,300 00
Second assistant physician	William N. Trader	May 1, 1906	May 1, 1910	1,700 00
Third assistant physician	Barton F. Andrews	Aug. 1, 1906	May 1, 1910	1,400 00
Junior assistant physician	Elias Fischbein	Dec. 29, 1911	Dec. 29, 1911	1,000 00
Junior assistant physician	Arthur L. Shaw	Nov. 6, 1909	Mar. 25, 1910	1,000 00
Junior assistant physician	Dr. Max Kunstler	Nov. 15, 1912	Nov. 15, 1912	900 00
Woman physician	Nancy B. Craighead	Jan. 1, 1910	Jan. 1, 1910	1,200 00
Dentist	William H. Beach	Oct. 17, 1911	Oct. 17, 1911	600 00
Bookkeeper	William C. Cooper	Oct. 22, 1902	July 1, 1905	1,200 00
Bookkeeper	Fred W. Hitchcock	April 1, 1912	April 1, 1912	1,200 00
Steward	Truman L. Stone	Oct. 1, 1897	Oct. 1, 1897	1,800 00
Storekeeper	Harry R. Porter	Oct. 1, 1898	Oct. 1, 1898	720 00
Stenographer	Frances M. Callahan	Aug. 26, 1912	Aug. 26, 1912	480 00
Stenographer	Jeanie L. Kleckler	Oct. 24, 1912	Oct. 24, 1912	480 00
Stenographer	Mary L. Castle	Oct. 1, 1912	Oct. 1, 1912	480 00
Druggist	Constantine M. Seifert	Nov. 1, 1907	Nov. 1, 1907	660 00
Bandmaster	Harry McGraw	April 23, 1912	April 23, 1912	480 00
Teacher	Laura K. Metzger	Dec. 4, 1908	Dec. 4, 1908	540 00
Teacher	Marietta Hitchcock	Sept. 21, 1901	Sept. 21, 1901	540 00
Teacher	Edith L. W. Longcor	Sept. 25, 1911	Sept. 25, 1911	480 00
Sloyd instructor	Josephine C. Whaley	July 5, 1910	July 5, 1910	720 00
Matron	Ida E. Wright	Aug. 5, 1909	Aug. 5, 1909	900 00
Superintendent of nurses	Mabel W. Doran	May 1, 1912	May 1, 1912	1,200 00
Chief nurse	Catherine M. Murphy	July 1, 1902	May 1, 1908	480 00
Nurse	Angela L. Sanford	Mar. 28, 1898	Mar. 28, 1898	420 00
Nurse	Ellen B. Updike	Aug. 15, 1899	July —, 1902	420 00

Nurse	Pearl O. Hall	May 28, 1906	Oct. 1, 1908	420 00
Nurse	Edward Whitcher	July 21, 1900	Nov. 16, 1903	420 00
Nurse	Richard Ellis	Mar. 1, 1901	Oct. 1, 1905	420 00
Nurse	Jennie McCarthy	May 1, 1905	Sept. 1, 1907	420 00
Engineer	Edward M. Logan	Mar. 19, 1896	Oct. 1, 1904	1,200 00
Assistant engineer	Arthur J. Porter	Jan. 4, 1900	Oct. 1, 1904	900 00

INSTITUTION FOR FEEBLE-MINDED CHILDREN — SYRACUSE

UNCLASSIFIED SERVICE

Board of trustees	Edward S. Van Duyn	.....	Feb. 24, 1904	.....
	Alta Pease Crouse	.....	Jan. 18, 1905	.....
	Rt. Rev. Patrick A. Ludden	.....	June 10, 1908	.....
	Mead Van Zile Belden	.....	Mar. 24, 1909	.....
	Ralph S. Bowen	.....	Mar. 24, 1909	.....
	William W. Wiard	.....	Mar. 24, 1909	.....
	Walter W. Cheney	.....	Jan. 14, 1910	.....

COMPETITIVE CLASS

Superintendent	O. Howard Cobb	April 18, 1912	April 18, 1912	4,000 00
Physician	Schuyler P. Richmond	June 20, 1907	June 20, 1907	1,200 00
Dentist	Benjamin H. Northrop	Oct. 15, 1912	Oct. 15, 1912	600 00
Steward	W. B. Farrington	Jan. 15, 1903	Jan. 15, 1903	1,200 00
Bookkeeper	Leon J. Hutchison	Nov. 22, 1911	Nov. 22, 1911	600 00
Stenographer	Julia E. Church	Feb. 1, 1901	Feb. 1, 1901	480 00
Junior clerk	Martha R. Marshall	June 10, 1911	June 10, 1911	300 00
Nurse	Ida P. Tuttle	Nov. 11, 1910	Aug. 23, 1911	420 00
Teacher	C. Elma Broad	Sept. 1, 1907	May 11, 1910	600 00
Teacher	Marea Brandt	Oct. 1, 1910	Sept. 1, 1912	600 00
Teacher	Ethel M. Crawford	April 9, 1906	April 9, 1906	480 00
Teacher	Jennie B. Longcor	April 1, 1910	April 1, 1910	480 00
Teacher	Eda M. Terwilliger	Sept. 1, 1909	Sept. 1, 1909	480 00
Teacher	Marcia B. Richmond	Sept. 1, 1910	Sept. 1, 1910	480 00
Teacher	Hans Sorenson	Sept. 1, 1912	Sept. 1, 1912	480 00
Teacher	Julia R. Kennedy	Jan. 13, 1903	Jan. 13, 1903	400 00
Teacher	Jane E. Taggart	Sept. 1, 1912	Sept. 1, 1912	360 00

INSTITUTION FOR FEEBLE-MINDED CHILDREN — SYRACUSE — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Teacher	Augusta M. Joy	Sept. 1, 1912	Sept. 1, 1912	$360 00
Teacher	Fanny G. Stanton	Sept. 1, 1912	Sept. 1, 1912	360 00
Teacher	Lois C. Sitterly	Dec. 4, 1911	Dec. 4, 1911	350 00
Matron	Louise C. Richards	Nov. 1, 1888	Nov. 5, 1907	900 00
Chief engineer	Harry A. Munyan	Nov. 15, 1906	Nov. 15, 1906	1,000 00
Assistant engineer	Wilson J. Race	Aug. 15, 1907	Nov. 16, 1912	600 00

LETCHWORTH VILLAGE — THIELLS

UNCLASSIFIED SERVICE

Board of managers	L. Pierce Clark	.....	Jan. 19, 1910	.....
	Thomas J. Colton	.....	Jan. 19, 1910	.....
	Franklin B. Kirkbride	.....	Jan. 19, 1910	.....
	Leopold Sondheim	.....	Jan. 19, 1910	.....
	Frank A. Vanderlip	.....	Jan. 19, 1910	.....
	Marion R. Taber	.....	Jan. 19, 1910	.....
	Charles Sooysmith	.....	May 3, 1911	.....

COMPETITIVE CLASS

Superintendent	Charles S. Little	July 1, 1910	July 1, 1910	4,500 00
Junior assistant physician	Harry C. Storrs	May 1, 1912	May 1, 1912	1,200 00
Stenographer-bookkeeper	Anna R. Powers	July 1, 1912	July 1, 1912	720 00
Stenographer-bookkeeper	Theophelia Flannery	Dec. 1, 1912	Dec. 1, 1912	600 00
Steward	Franklin B. Holmes	Jan. 13, 1902	June 1, 1912	1,800 00
Matron	Daphne W. Perkins	Feb. 1, 1912	Feb. 1, 1912	780 00
Sewing instructor	Carrie A. Mardoff	Sept. 14, 1912	Dec. 11, 1912	300 00

FARM FOR WOMEN — VALATIE

EXEMPT CLASS

Agent and warden	John H. Mealey	July 13, 1911	July 13, 1911	3,500 00

HOSPITAL FOR CRIPPLED AND DEFORMED CHILDREN — WEST HAVERSTRAW

UNCLASSIFIED SERVICE

Board of managers	George Blagden, Jr.	.....	June 27, 1911	.....
	Henry W. Hardon	.....	April 15, 1909	.....
	Alice C. Dewey	.....	April 15, 1909	.....
	Charles B. Hubbell	.....	April 15, 1909	.....
	Auguste M. Thiery	.....	April 15, 1909	.....
	Newton M. Schaffer	.....	May 6, 1910	.....
	William Crompton	.....	July 21, 1911	.....

COMPETITIVE CLASS

Surgeon-in-chief and superintendent	John J. Nutt	Jan. 17, 1911	Jan. 17, 1911	2,500 00
Physician	William Lehrich	April 1, 1912	April 1, 1912	1,200 00
Steward	James H. Thompson	May 24, 1909	Jan. 1, 1912	1,200 00
Stenographer	Jessie A. Smith	Jan. 1, 1907	Jan. 1, 1907	600 00
Matron	Gertrude A. Hoxie	Dec. 1, 1900	Dec. 1, 1900	720 00
Teacher	Anna E. Runyan	Sept. 1, 1912	Sept. 1, 1912	360 00
Teacher	Albani A. Rocheleau	Oct. 1, 1912	Oct. 1, 1912	360 00
Head nurse	Katherine Lehane	Oct. 1, 1909	Oct. 1, 1909	600 00
Nurse	Essie Harder	Oct. 16, 1910	Oct. 16, 1910	480 00
Nurse	Mary N. Norris	Nov. 14, 1910	Nov. 14, 1910	480 00
Watchman	F. C. Lockwood	Dec. 1, 1907	Dec. 1, 1907	420 00

TRAINING SCHOOL FOR BOYS — YORKTOWN HEIGHTS

UNCLASSIFIED SERVICE

Board of managers	John Edwin Dearden	June 21, 1911	June 21, 1911	.....
	William B. Osgood	June 21, 1911	June 21, 1911	.....
	Mrs. Eleanor R. Belmont	June 21, 1911	June 21, 1911	.....
	Isaac Purdy	Oct. 16, 1911	Oct. 16, 1911	.....
	William I. Walter	Oct. 16, 1911	Oct. 16, 1911	.....
	Peter T. Barlow	Oct. 31, 1911	Oct. 31, 1911	.....
	T. Pearsall Field	April 1, 1912	April 1, 1912	.....
	Eliphalet N. Potter	April 1, 1912	April 1, 1912	.....

TRAINING SCHOOL FOR BOYS — YORKTOWN HEIGHTS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS			
Superintendent	Franklin H. Briggs	July 1, 1890	May 1, 1912	$4,500 00
Supervisor of colony farms	Thomas Murphy	Oct. 16, 1912	Oct. 16, 1912	1,200 00
Stenographer	Florence C. E. Walling	Dec. 7, 1903	Dec. 1, 1912	600 00
Stenographer	Adelaide Cahill	Dec. 17, 1912	Dec. 17, 1912	600 00
Clerk and bookkeeper	Edward B. Hawkes	May 18, 1907	Jan. 16, 1912	1,200 00
Farmer	Elias C. Purdy	July 1, 1912	July 1, 1912	600 00

COUNTIES

ALBANY COUNTY

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
ALMSHOUSE				
UNCLASSIFIED SERVICE				
Superintendent	W. H. Storrs	Jan. 1, 1902	Jan. 1, 1902	$2,500 00
EXEMPT CLASS				
Deputy superintendent	C. E. Rockenstyre	Mar. 15, 1900	Mar. 15, 1900	1,500 00
Catholic chaplain	Rev. Boniface Hennig	Dec. 1, 1912	Dec. 1, 1912	400 00
Chaplain	Andrew M. Vanderwart	June 1, 1908	June 1, 1908	250 00
COMPETITIVE CLASS				
Physician	Frederick C. Conway	April 17, 1912	July 1, 1912	800 00
Clerk	W. H. Erwin	Jan. 15, 1900	Jan. 15, 1900	1,500 00
Overseer	Charles B. Oliver	July 29, 1912	Oct. 16, 1912	1,020 00
Engineer	Bernard Martin	July 1, 1911	July 1, 1911	480 00
Matron	Susan Finn	Sept. 9, 1900	Sept. 9, 1900	300 00
Matron	Mary A. Winne	July 1, 1905	July 1, 1905	360 00
Watchman	Thomas Ray	Jan. 15, 1900	Jan. 15, 1900	600 00
NON-COMPETITIVE CLASS				
Medical assistant	Harry S. Howard	Feb. 26, 1912	Feb. 26, 1912	200 00
Carpenter	James McGarry	April 15, 1908	April 15, 1908	480 00
Baker	Fred Miller	July 16, 1912	July 16, 1912	360 00

ALBANY COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
BOARD OF ELECTIONS				
UNCLASSIFIED SERVICE				
Commissioner	Valentine Komfort	Aug. 10, 1911	Aug. 10, 1911	$1,800 00
Commissioner	William F. Campion	Aug. 10, 1911	Aug. 10, 1911	1,800 00
Commissioner	M. T. Smith	Jan. 11, 1912	Jan. 11, 1912	1,800 00
Commissioner	Justus H. Davis	Jan. —, 1912	Jan. —, 1912	1,800 00
EXEMPT CLASS				
Stenographer	Harry C. Gibbs	Sept. 26, 1911	Sept. 26, 1911	900 00
Clerk	George P. Linden	Oct. 21, 1912	Oct. 21, 1912	800 00
Clerk	Edward J. Murphy	Jan. 1, 1913	Jan. 1, 1913	800 00
CITY HALL COMMISSION				
EXEMPT CLASS				
Superintendent	David E. Pugh	Jan. 1, 1902	Jan. 1, 1902	1,800 00
COMPETITIVE CLASS				
Assistant superintendent	Charles Hoffman	Jan. 20, 1902	Jan. 20, 1902	1,050 00
Engineer	James Johnston	Feb. 1, 1910	Feb. 1, 1910	1,050 00
Elevatorman	Fred J. McGue	Dec. 1, 1909	Dec. 1, 1909	900 00
Night watchman	George L. Brown	Jan. 1, 1902	Jan. 1, 1902	1,050 00
COUNTY CLERK				
UNCLASSIFIED SERVICE				
County clerk	Wm. J. Grattan	Jan. 1, 1911	Jan. 1, 1911	Fees·

COMPETITIVE CLASS

Special deputy court clerk	William J. Coughtry	Jan. 1, 1905	Jan. 1, 1908	$1,200 00
Special deputy court clerk	Augustus Kullman	Jan. 1, 1905	Jan. 1, 1908	1,200 00
Docket clerk	Charles M. Barlow	Jan. 1, 1902	Jan. 1, 1902	1,020 00
Copyist	George Waltz	July 1, 1904	July 1, 1904	1,200 00
Copyist	Thomas Barker	Jan. 1, 1905	Jan. 1, 1905	1,200 00
Superintendent of indexing	Frank Burnap	April 1, 1904	Nov. 16, 1906	1,500 00
Deputy superintendent of indexing	Sanford Frye	Mar. 1, 1905	May 15, 1908	1,200 00
Proofreader	Mary Hearley	Jan. 1, 1902	Jan. 1, 1902	720 00
Proofreader	Mary J. Hennessy	Jan. 1, 1902	Jan. 1, 1902	720 00
Proofreader	Anna Walsh	Dec. 1, 1904	Dec 1, 1904	720 00
Proofreader	Margaret I. Stanton	Jan. 1, 1902	Jan. 1, 1902	720 00
Proofreader	May Van Zandt	Oct. 1, 1904	Oct. 1, 1904	720 00
Proofreader	Minnie M. Martt	Jan. 1, 1902	Jan. 1, 1902	720 00
Typewriter copyist	Margaret E. Mattimore	April 15, 1908	April 15, 1908	720 00
Bookbinder	Charles Platt	Jan. 1, 1902	Jan. 1, 1902	$20 per week.
Bookbinder	Ralph Blakelock	Jan. 1, 1904	Jan. 1, 1904	$3 per day.
Watchman	Joseph Pedlow	Jan. 1, 1902	Jan. 1, 1902	$1,200 00

COUNTY COURT

UNCLASSIFIED SERVICE

County judge	George Addington	Jan. 1, 1908	Jan. 1, 1908	6,000 00

EXEMPT CLASS

Stenographer and clerk to county judge	Isaac G. Braman	Jan. 1, 1896	Jan. 1, 1896	2,000 00

COMPETITIVE CLASS

Court crier	Harvey Bouton	—— —, 1896	—— —, 1896	$3 per day.
Janitor	Morris Coplon	—— —, 1896	—— —, 1896	$1,700 00
Night watchman	John Travesonno	Sept. 1, 1905	Sept. 1, 1905	1,000 00
Elevatorman	Jacob Crispell	Sept. 1, 1905	Sept. 1, 1905	900 00

COMMISSIONER OF JURORS

UNCLASSIFIED SERVICE

Commissioner	Thomas J. Woods	Jan. 1, 1900	Jan. 1, 1900	1,500 00

ALBANY COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
CORONERS				
UNCLASSIFIED SERVICE				
Coroner	Moise A. Granger	Jan. 1, 1910	Jan. 1, 1910	$1,200 00
Coroner	Andrew Armstrong	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Coroner	John Girvin	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Coroner	William Hillson	Jan. 1, 1908	Jan. 1, 1908	1,200 00
COMPETITIVE CLASS				
Coroner's physician	William E. Silcocks	Jan. 1, 1905	Jan. 1, 1905	Fees.
Coroner's physician	John F. Heffernan	Jan. 1, 1908	Jan. 1, 1908	Fees.
Coroner's physician	Alvah H. Traver	Jan. 1, 1905	Jan. 1, 1905	Fees.
Coroner's physician	Charles L. Whitbeck	Jan. 1, 1905	Jan. 1, 1905	Fees.
DISTRICT ATTORNEY				
UNCLASSIFIED SERVICE				
District attorney	Rollin B. Sanford	Jan. 1, 1908	Jan. 1, 1908	$4,500 00
EXEMPT CLASS				
Assistant district attorney	Harold D. Alexander	Jan. 1, 1908	Jan. 1, 1908	2,500 00
Assistant district attorney	James R. Stevens	Jan. 1, 1911	Jan. 1, 1911	1,200 00
Stenographer	Charles W. Bentley	Jan. 1, 1905	Jan. 1, 1905	1,200 00
COMPETITIVE CLASS				
Officer	William H. Williams	Jan. 1, 1905	Jan. 1, 1905	1,200 00
Officer	Hiram Walk	Jan. 1, 1905	Jan. 1, 1905	1,200 00

BOARD OF SUPERVISORS

UNCLASSIFIED SERVICE

Clerk	Sebastian W. Pitts	Jan. 14, 1908	Jan. 14, 1908	3,000 00
Journal clerk	Thomas C. Smith	Jan. 10, 1905	Jan. 10, 1905	500 00
Committee clerk	James D. Taylor	Nov. 15, 1905	Nov. 15, 1905	300 00
Doorkeeper	John Stickney	Jan. 10, 1905	Jan. 10, 1905	200 00
Page	Alexander Kaley	Nov. 15, 1905	Nov. 15, 1905	100 00
Page	Marvin T. Endres	Nov. 15, 1905	Nov. 15, 1905	100 00

EXEMPT CLASS

County attorney	Ellis J. Staley	Mar. 1, 1911	Mar. 1, 1911	3,000 00
Superintendent of soldiers' burial	John Heinmiller	Jan. 1, 1907	Jan. 1, 1907	60 00

COMPETITIVE CLASS

County superintendent of highways	Edward J. Bedell	May 12, 1909	May 12, 1909	2,400 00
Sealer of weights and measures	John J. Mann	Jan. 1, 1907	Jan. 1, 1907	1,500 00
County physician	Gebhard L. Ullman	Jan. 10, 1905	Jan. 10, 1905	1,300 00
Jail physician	Arthur E. Smith	Jan. 1, 1912	Jan. 1, 1912	150 00

SURROGATE

UNCLASSIFIED SERVICE

Surrogate	Newton B. Vanderzee	Jan. 1, 1906	Jan. 1, 1906	5,000 00

EXEMPT CLASS

Clerk	Quentin S. McNeill	May 1, 1905	May 1, 1905	2,500 00

COMPETITIVE CLASS

Stenographer	Charles C. Finch	May 1, 1905	May 1, 1905	1,800 00
Transfer tax clerk	Charles M. Nadeau	April 17, 1901	April 17, 1901	1,500 00
Recording clerk	Clarence H. Harrison	Aug. 22, 1903	Aug. 22, 1903	1,300 00

SHERIFF

UNCLASSIFIED SERVICE

Sheriff	Wallace A. Peasley	Jan. 1, 1913	Jan. 1, 1913	1,500 00

ALBANY COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	SHERIFF — (*continued*)			
	COMPETITIVE CLASS			
Clerk	Warren S. Gardner	Jan. 1, 1904	Jan. 1, 1904	$1,400 00
Watchman	James F. Quinlan	Sept. 29, 1904	Sept. 29, 1904	900 00
	EMPLOYEES NOT SUBJECT TO EXAMINATION: (FLAHERTY VS. STATE CIVIL SERVICE COMMISSION)			
Under sheriff	James D. Patton	Jan. 1, 1910	Jan. 1, 1910	1,800 00
Deputy sheriff	Joseph Besch	Jan. 1, 1913	Jan. 1, 1913	1,800 00
Jailer	Michael J. Ray	Feb. 1, 1910	Feb. 1, 1910	1,500 00
Watchman	William W. Swart	July 15, 1910	July 15, 1910	900 00
Watchman	John H. McCotter	May 1, 1912	May 1, 1912	900 00
General utility man	John A. Hammes	Sept. 30, 1905	July 15, 1910	900 00
	PENITENTIARY			
	EXEMPT CLASS			
Deputy custodian	William C. DeRouville	July 27, 1895	July 27, 1895	2,000 00
Chaplain	Henry Thameling	Aug. 1, 1912	Aug. 1, 1912	500 00
Chaplain	Andrew M. Vanderwart	Dec. 1, 1903	Dec. 1, 1903	500 00
	COMPETITIVE CLASS			
Clerk	George W. Kirkland	May 1, 1904	May 1, 1904	1,200 00
Hall keeper	Daniel G. Bradley	Feb. 15, 1907	Oct. 22, 1912	1,200 00
Keeper	Edward C. Coon	April 8, 1904	April 8, 1904	900 00
Keeper	William J. Fonda	Mar. 1, 1896	Mar. 1, 1896	900 00
Keeper	Frank Leonard	Jan. 20, 1896	Jan. 20, 1896	900 00
Keeper	Charles B. Smith	Dec. 1, 1897	Dec. 1, 1897	900 00
Keeper	John Smith	Oct. 26, 1904	Aug. 15, 1907	900 00
Keeper	Bernhard Simon	Oct. 26, 1905	Oct. 26, 1905	900 00
Keeper	Henry R. Clark	Jan. 7, 1907	Jan. 7, 1907	900 00
Keeper	Michael Tomars	Sept. 11, 1904	Sept. 11, 1904	900 00

Keeper	John M. Hoben	Sept. 1, 1908	Sept. 1, 1908	900 00
Keeper	James Adams	Oct. 2, 1905	Oct. 2, 1905	900 00
Keeper	William Holloran	May 1, 1904	May 1, 1904	900 00
Keeper	William J. Prior	Mar. 24, 1909	Mar. 24, 1909	900 00
Keeper	Thomas B. Casey	Oct. 22, 1912	Oct. 22, 1912	900 00
Keeper	Augustus McShane	Dec. 1, 1912	Dec. 1, 1912	900 00
Matron	Anna Clark	Sept. 1, 1899	Sept. 1, 1899	600 00
Matron	Nellie L. Teahan	Feb. 1, 1907	Feb. 1, 1907	420 00
Matron	Matilda Dunn	Dec. 1, 1907	Dec. 1, 1907	420 00
Night watchman	Robert Kotasky	April 8, 1904	April 8, 1904	900 00
Night watchman	William J. Gray	Dec. 1, 1910	Dec. 1, 1910	900 00

LAW LIBRARY

Competitive Class

Librarian	Peter Schumacher	Jan. 1, 1897	Jan. 1, 1897	2,000 00

TREASURER

Unclassified Service

County treasurer	Isaac La Grange	Jan. 1, 1912	Jan. 1, 1912	5,000 00

Exempt Class

Deputy county treasurer	Frederick J. Barends	April 17, 1907	April 17, 1907	3,000 00
Cashier and bookkeeper	George D. Albee	June 1, 1911	June 1, 1911	1,800 00

CHAUTAUQUA COUNTY

BOARD OF ELECTIONS

Unclassified Service

Commissioner	John L. Campbell	Aug. 1, 1911	Aug. 1, 1911	1,200 00
Commissioner	Melvin D. Saxton	Aug. 1, 1911	Aug. 1, 1911	1,200 00

Exempt Class

Chief clerk	Oscar O. Johnson	Oct. 1, 1911	Oct. 1, 1911	780 00
Stenographer	Grace Fenton	Oct. 1, 1911	Oct. 1, 1911	780 00

CHAUTAUQUA COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COUNTY CLERK				
UNCLASSIFIED SERVICE				
County clerk	Luther S. Lakin, Jr.	Jan. 1, 1910	Jan. 1, 1910	$2,000 00
EXEMPT CLASS				
Deputy	Henry D. Shepard	Jan 1, 1898	Jan. 1, 1898	1,200 00
COMPETITIVE CLASS				
Special deputy clerk	Guy L. Mills	Oct. 15, 1895	Oct. 15, 1895	1,080 00
Index clerk	M. A. Keyes	July 1, 1890	July 1, 1890	1,080 00
Mortgage tax clerk	Roy A. Douglass	July 1, 1905	July 1, 1905	900 00
Searcher	Herbert C. Herron	Jan. 15, 1902	Jan. 15, 1902	1,080 00
Searcher	Edward H. Peterson	Jan. 1, 1907	Jan. 1, 1912	900 00
Recorder	Lou H. Rublee	Jan. 1, 1907	Jan. 1, 1907	700 00
Recorder	Frank M. Waite	May 1, 1905	May 1, 1905	700 00
Recorder	Seth Scriven	Dec. 27, 1908	Dec. 27, 1908	700 00
Recorder and typist	Earle S. Scriven	Oct. 14, 1909	Feb. 1, 1912	850 00
Recorder and typist	Belle Irwin	Dec. 11, 1911	April 1, 1912	700 00
Pen recorder and comparing clerk	Isabella M. Smith	May 1, 1912	June 6, 1912	700 00
Janitor	Michael J. Hanselman	Oct. 1, 1909	Oct. 1, 1909	1,200 00
COUNTY JUDGE				
UNCLASSIFIED SERVICE				
County judge	Arthur B. Ottaway	Jan. 1, 1907	Jan. 1, 1907	2,000 00
Special county judge	Frank S. Wheeler	Jan. 1, 1908	Jan. 1, 1908	400 00
COMPETITIVE CLASS				
Stenographer	Henry C. Drake	Oct. 8, 1906	Oct. 8, 1906	.....

DISTRICT ATTORNEY

UNCLASSIFIED SERVICE

District attorney	Edward J. Green	Jan. 1, 1911	Jan. 1, 1911	1,200 00

EXEMPT CLASS

Assistant district attorney	Louis L. Thrasher	Jan. 2, 1911	Jan. 2, 1911	1,000 00
Stenographer	Tillie I. Beardsley	Jan. 2, 1911	Jan. 2, 1911	300 00

SHERIFF

UNCLASSIFIED SERVICE

Sheriff	John P. Hall	Jan. 1, 1910	Jan. 1, 1910	5,000 00

SUPERINTENDENT OF POOR

UNCLASSIFIED SERVICE

Superintendent of poor	Charles E. Dodge	Jan. 1, 1903	Jan. 1, 1903	2,400 00

EXEMPT CLASS

Matron	Florence Dodge	April —, 1908	April —, 1908	500 00

BOARD OF SUPERVISORS

UNCLASSIFIED SERVICE

Clerk	Joseph A. McGinnies	.....	.....	1,500 00

COMPETITIVE CLASS

Superintendent of highways	Willis D. Leet	April 1, 1909	April 1, 1909	1,200 00
Sealer of weights and measures	John S. Nevin	Jan. 1, 1911	Jan. 1, 1911	1,000 00

SURROGATE

UNCLASSIFIED SERVICE

Surrogate	Harley N. Crosby	Jan. 1, 1907	Jan. 1, 1907	2,000 00
Special surrogate	Robert J. Cooper	Jan. 1, 1911	Jan. 1, 1911	400 00

EXEMPT CLASS

Clerk	Will D. Parker	Jan. 1, 1907	Jan. 1, 1907	1,200 00
Special examiner of guardians' accounts	Frank S. Wheeler	Jan. 1, 1909	Jan. 1, 1909	400 00

CHAUTAUQUA COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
SURROGATE — (*continued*)				
COMPETITIVE CLASS				
Recording clerk and librarian	Newton Lincoln	Jan. 1, 1907	Oct. 14, 1909	$800 00
Stenographer	Bertha C. I. Engstrom	Oct. 11, 1909	Oct. 11, 1909	900 00
Recording clerk	Arthur J. Loeb	Feb. 8, 1912	Feb. 8, 1912	700 00
TREASURER				
UNCLASSIFIED SERVICE				
Treasurer	Emmons J. Swift	Jan. 1, 1909	Jan. 1, 1909	3,500 00

ERIE COUNTY

COUNTY MEDICAL EXAMINER				
UNCLASSIFIED SERVICE				
County medical examiner	Earl G. Danser	April 27, 1902	April 27, 1902	3,000 00
EXEMPT CLASS				
Deputy medical examiner	George B. Stocker	Mar. 8, 1911	Mar. 8, 1911	2,500 00
Chaplain of morgue	Rev. G. P. Michel	Jan. 1, 1907	Jan. 1, 1907	100 00
COMPETITIVE CLASS				
Secretary to medical examiner	Russell B. Clark	July 1, 1904	July 1, 1904	1,200 00
Morgue keeper	William E. Burke	Jan. 4, 1906	Jan. 4, 1906	$3 50 per day.
Morgue keeper	Joseph Thries	Jan. 4, 1906	Jan. 4, 1906	3 50 per day.
Morgue keeper	Frank M. McDonald	May 21, 1912	May 21, 1912	3 50 per day.

BOARD OF SUPERVISORS

UNCLASSIFIED SERVICE

Clerk	Alonzo G. Hinkley	July 19, 1910	July 19, 1910	$2,000 00
Deputy clerk	Fred W. Voss	Jan. 1, 1909	Jan. 1, 1909	.....
Sergeant-at-arms	Henry Ratzel	Jan. 1, 1912	Jan. 1, 1912	300 00

EXEMPT CLASS

Attorney	Thomas A. Sullivan	Jan. 1, 1908	Jan. 1, 1908	2,500 00
Messenger	Frederick Measel	Jan. 1, 1908	Jan. 1, 1908	300 00
Burial agent for deceased soldiers	John J. Graves	Nov. 7, 1903	Nov. 7, 1903	150 00

COMPETITIVE CLASS

County sealer	Edmund F. Cooke	Feb. 1, 1912	Feb. 1, 1912	1,200 00

BOARD OF ELECTIONS

UNCLASSIFIED SERVICE

Commissioner	William J. Beyer	May 1, 1910	May 1, 1910	3,000 00
Commissioner	Frank J. Schmidt	Aug. 1, 1911	Aug. 1, 1911	.....
Custodian of booths and voting machines	Joseph Kiener	Oct. 18, 1907	Oct. 1, 1911	1,500 00
Custodian of booths and voting machines	Edward J. McGuire	Feb. 6, 1906	Oct. 1, 1911	1,500 00

EXEMPT CLASS

Election deputy	Neil Connors, Jr.	Sept. 17, 1904	April 10, 1906	1,400 00
Election deputy	John J. Clahan	Oct. 1, 1911	Oct. 1, 1911	1,400 00
Chief clerk	Rudolph Christ	Oct. 1, 1911	Oct. 1, 1911	1,200 00
Assistant chief clerk	George Hendler	Nov. 15, 1911	Nov. 15, 1911	1,200 00
Clerk	Henry J. Grimm	Oct. 1, 1911	Oct. 1, 1911	1,000 00
Clerk	Albert Szuminski	Oct. 1, 1911	Oct. 1, 1911	1,000 00

COMPETITIVE CLASS

Stenographer	Glen J. Shultes	Feb. 1, 1911	Feb. 1, 1911	1,000 00
Bookkeeper	Allen M. Smith	Dec. 1, 1905	Dec. 1, 1905	$3 per day.

ERIE COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COUNTY ENGINEER				
COMPETITIVE CLASS				
County engineer	George C. Diehl	Jan. 3, 1889	Jan. 1, 1907	$3,000 00
Leveler	Earl P. North	April 1, 1908	April 1, 1908	1,800 00
Highway inspector	Ralph E. Brooks	July 27, 1906	July 27, 1906	1,200 00
Rodman	Howard S. Parsons	Dec. 1, 1909	Jan. 1, 1911	1,500 00
Chainman	Robert K. Williams	Nov. 15, 1912	Nov. 15, 1912	960 00
Stenographer	Mary A. Waid	Feb. 1, 1912	Feb. 1, 1912	660 00
COUNTY CLERK				
UNCLASSIFIED SERVICE				
County clerk	Simon A. Nash	Jan. 1, 1913	Jan 1, 1913	5,000 00
EXEMPT CLASS				
Deputy clerk	George W. Crane	Jan. 1, 1913	Jan. 1, 1913	2,500 00
Special deputy clerk	Perry E. Wurst	Jan. 1, 1901	Jan. 1, 1901	3,000 00
Special deputy clerk	Garret V. Laughlin	Jan. 1, 1901	Jan. 1, 1901	2,000 00
Special deputy clerk	Edward Oberkircher	Jan. 1, 1901	Dec. 1, 1901	2,000 00
Special deputy clerk	J. G. Harrington	Jan. 1, 1901	Jan. 1, 1901	2,000 00
Special deputy clerk	John C. Webb	Jan. 1, 1901	Jan. 1, 1901	2,000 00
Special deputy clerk	Frank G. Shafer	Jan. 1, 1912	Jan. 1, 1912	2,000 00
Secretary	Joseph E. Missert	Jan. 1, 1913	Jan. 1, 1913	1,300 00
Cashier	Lincoln Hemstreet	Jan. 1, 1913	Jan. 1, 1913	1,400 00
Cashier, mortgage tax bureau	William F. Conway	Jan. 1, 1913	Jan. 1, 1913	1,700 00
COMPETITIVE CLASS				
Deputy clerk	Chester W. Chapin	Nov. 15, 1902	Nov. 15, 1902	2,200 00
General clerk	William B. Held	Jan. 1. 1898	Jan. 1, 1898	1,800 00
General clerk	James P. Hassett	July 1, 1898	July 1, 1898	1,200 00

General clerk	John Czolgosz	Jan. 1, 1898	Jan. 1, 1898	1,200 00
General clerk	Henry Kreiss	Feb. 15, 1898	Feb. 15, 1898	1,200 00
General clerk	James Oswald	Jan. 1, 1898	Jan. 1, 1898	1,200 00
General clerk	Harry W. Lauer	Mar. 14, 1910	Mar. 14, 1910	1,200 00
General clerk	Frederick C. Biermann	June 1, 1912	June 1, 1912	1,200 00
Index clerk	John Coleman, Jr	July 16, 1908	Aug. 1, 1909	1,400 00
Index clerk	D. J. Sheehan	Feb. 1, 1890	Feb. 1, 1890	1,400 00
Index clerk	Alfred S. Burgard	Jan. 1, 1898	Jan. 1, 1898	1,400 00
Index clerk	M. J. Nunan	Jan. 1, 1898	Jan. 1, 1898	1,200 00
Index clerk	George H. Small	Feb. 1, 1908	Feb. 1, 1908	1,200 00
Index clerk	Katherine Boland	April 1, 1890	April 1, 1890	750 00
Index clerk	Louisa Reinning	April 22, 1893	Dec. 29, 1908	750 00
Index clerk	Helen Feldman	May —, 1891	April 11, 1904	750 00
Clerk	John J. Snyder	April 2, 1895	Oct. 1, 1905	1,200 00
Clerk, charge of records	Henry Weyand	Jan. 1, 1900	May 1, 1904	1,200 00
Judgment clerk	Alice L. Bartlett	Jan. 1, 1875	Jan. 1, 1875	1,000 00
Proceeding in action clerk	James E. Wells	Jan. 1, 1898	Jan. 1, 1898	2,000 00
Transcript clerk	Florence Fitton	June 30, 1909	June 30, 1909	25 cents an hour.
Transcript clerk	Jennie L. Wood	July 8, 1909	July 8, 1909	25 cents an hour.
Transcript clerk	Gertrude C. Sanderson	Aug. 2, 1909	Aug. 2, 1909	25 cents an hour.
Transcript clerk	Florence Clements	Aug. 2, 1909	Aug. 2, 1909	25 cents an hour.
Transcript clerk	Sigma T. Nordin	Mar. 16, 1911	Mar. 16, 1911	25 cents an hour.
Transcript clerk	May A. Norton	Nov. 11, 1911	Nov. 11, 1911	25 cents an hour.
Transcript clerk	Anna M. Colmey	Feb. 15, 1912	Feb. 15, 1912	25 cents an hour.
Transcript clerk	Elizabeth Sauter	Feb. 19, 1912	Feb. 19, 1912	25 cents an hour.
Title searcher	Fred Freyer	Jan. 1, 1882	Jan. 1, 1882	$1,400 00
Superintendent of records	Minnie M. P. Hulburd	April 1, 1902	April 1, 1902	1,000 00
Comparer	Nellie Bennett	Oct. 16, 1892	May 15, 1906	600 00
Comparer	Alice Pferd	June 4, 1894	June 4, 1894	600 00
Comparer	Anna Higham	Jan. 10, 1898	Oct. 15, 1907	600 00
Comparer	Nellie Guy	April 23, 1906	Oct. 1, 1908	600 00
Comparer	Dade Duffy	Jan. 10, 1889	July 16, 1909	600 00
Comparer	Melvina Greenough	Feb. 1, 1899	July 16, 1909	600 00
Copyist	Clara Goodenough	Jan. 1, 1892	Jan. 1, 1892	4 cents a folio.
Copyist	Freda Gabriel	May 16, 1892	May 16, 1892	4 cents a folio.
Copyist	Josephine Allman	July 1, 1892	July 1, 1892	4 cents a folio.
Copyist	Maria L. Ryan	Jan. 3, 1893	Jan. 3, 1893	4 cents a folio.

ERIE COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COUNTY CLERK — (*continued*)			
	COMPETITIVE CLASS — (*continued*)			
Copyist	Agnes Colgan	Jan. 1, 1898	Jan. 1, 1898	4 cents a folio.
Copyist	Eunice M. Scanlon	July 11, 1899	July 11, 1899	4 cents a folio.
Copyist	Mary Holden	May 22, 1900	May 1, 1902	4 cents a folio.
Copyist	Mary E. Bautz	Sept. 1, 1895	May 15, 1906	4 cents a folio.
Copyist	Margaret E. Muckler	June 22, 1908	June 22, 1908	4 cents a folio.
Copyist	Helen L. Traenkle	Oct. 5, 1908	Oct. 5, 1908	4 cents a folio.
Copyist	Tessie M. Whalen	May 16, 1900	June 5, 1909	4 cents a folio.
Copyist	Stella M. Herold	Oct. 5, 1908	Oct. 5, 1908	4 cents a folio.
Copyist	Anna M. Deutscher	Jan. 1, 1898	Oct. 15, 1907	4 cents a folio.
Copyist	Alice Williams	May 7, 1902	May 7, 1902	4 cents a folio.
Typewriter copyist	Emma Goehle	June 25, 1912	June 25, 1912	4 cents a folio.
Expert copyist	Mary A. Kennedy	Oct. 2, 1912	Oct. 2, 1912	25 cents an hour.
Stenographer	Katherine T. Colmey	July —, 1910	July —, 1910	35 cents an hour.
Bookkeeper, mortgage tax bureau	Andrew Kurtz	Aug. 1, 1905	Aug. 1, 1905	$1,200 00
Bookbinder	George B. Lautz	May 1, 1896	May 1, 1896	$3 per day.
	COUNTY COURT			
	UNCLASSIFIED SERVICE			
County judge	Harry L. Taylor	Jan. 1, 1908	Jan. 1, 1908	$5,000 00
	COMPETITIVE CLASS			
Stenographer	John J. Sly	Sept. 1, 1911	Sept. 1, 1911	2,100 00
Stenographer	Clark J. Twinn	Dec. 1, 1912	Dec. 1, 1912	2,100 00
Court officer	John W. Storck	Jan. 1, 1906	Jan. 1, 1906	1,200 00
	DISTRICT ATTORNEY			
	UNCLASSIFIED SERVICE			
District attorney	Wesley C. Dudley	Jan. 1, 1909	Jan. 1, 1909	7,500 00

EXEMPT CLASS

Assistant district attorney	Guy B. Moore	Jan. 1, 1909	Jan. 1, 1909	4,000 00
Assistant district attorney	Herbert B. Lee	Mar. 10, 1909	Mar. 10, 1909	2,500 00
Assistant district attorney	James Craig Roberts	Jan. 1, 1909	Jan. 1, 1909	2,500 00
Assistant district attorney	Bart J. Shanahan	Jan. 1, 1909	Jan. 1, 1909	2,500 00
Assistant district attorney	Clifford McLaughlin	Jan. 1, 1909	Jan. 1, 1909	2,500 00
Assistant district attorney	George W. Woltz	Jan. 1, 1909	Jan. 1, 1909	2,000 00
Stenographer	Horace E. Story	Jan. 19, 1899	Jan. 19, 1899	2,500 00
Stenographer	Franklin A. Dearing	Jan. 1, 1909	Jan. 1, 1909	2,000 00

PROBATION COMMISSION

COMPETITIVE CLASS

Probation officer	Edwin J. Cooley	Mar. 29, 1909	Mar. 29, 1909	2,250 00
Assistant probation officer	Lewis D. Platt	July 1, 1910	July 1, 1910	1,200 00
Assistant probation officer	Edward P. Volz	April 5, 1911	April 5, 1911	1,200 00
Assistant probation officer	Joseph P. Murphy	May 17, 1911	May 17, 1911	1,200 00
Stenographer	Emanuel W. Weil	Sept. 1, 1912	Sept. 1, 1912	900 00

SHERIFF

UNCLASSIFIED SERVICE

Sheriff	Frederick Becker	Jan. 1, 1912	Jan. 1, 1912	5,000 00

EXEMPT CLASS

Bookkeeper (cashier)	Charles A. Griebner	Jan. 1, 1912	Jan. 1, 1912	1,200 00

EMPLOYEES NOT SUBJECT TO EXAMINATION: (FLAHERTY VS. STATE CIVIL SERVICE COMMISSION)

Under sheriff	John J. Price	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Deputy sheriff	Christopher Fink	Jan. 1, 1912	Jan. 1, 1912	2,000 00
Deputy sheriff	John C. Becker	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Deputy sheriff	Philip Bernhard	Jan. 1, 1912	Jan. 1, 1912	1,400 00
Deputy sheriff	W. J. Shottin	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Deputy sheriff	Andrew Kick	Jan. 1, 1912	Jan. 1, 1912	1,400 00
Deputy sheriff	James Burt	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Deputy sheriff	James L. Grandison	Jan. 1, 1912	Jan. 1, 1912	1,000 00
Deputy sheriff	William H. Crane	Jan. 1, 1912	Jan. 1, 1912	1,000 00
Deputy sheriff	Henry J. Collins	Mar. 1, 1912	Mar. 1, 1912	1,000 00

ERIE COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	SHERIFF — (*continued*)			
EMPLOYEES NOT SUBJECT TO EXAMINATION:	(FLAHERTY VS. STATE CIVIL SERVICE COMMISSION) — (*continued*)			
Deputy sheriff	Chauncey W. Rykert	Jan. 1, 1912	Jan. 1, 1912	$900 00
Deputy sheriff	Peter Leising	Jan. 1, 1912	Jan. 1, 1912	900 00
Deputy sheriff	E. A. Obenauer	Jan. 1, 1912	Jan. 1, 1912	900 00
Deputy sheriff	J. C. Hessler	Jan. 1, 1912	Jan. 1, 1912	900 00
Deputy sheriff	F. H. Guenther	Jan. 1, 1912	Jan. 1, 1912	900 00
Deputy sheriff	Henry Stradtman	Jan. 1, 1912	Jan. 1, 1912	900 00
Deputy sheriff	Edward H. Lemme	June 10, 1912	June 10, 1912	$4 per day.
Deputy sheriff	T. J. Armstrong	Feb. 6, 1912	Feb. 6, 1912	4 per day.
Deputy sheriff	Joseph Bartsch	Nov. 6, 1912	Nov. 6, 1912	4 per day.
Deputy sheriff	Louis A. Barone	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	E. C. Bitterman	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	William G. T. Bischoff	Feb. 1, 1912	Feb. 1, 1912	4 per day.
Deputy sheriff	Charles F. Brady	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	E. C. Bucher	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	Allen F. Colby	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	Carl Debus	Nov. 6, 1912	Nov. 6, 1912	4 per day.
Deputy sheriff	Robert C. Dirnberger	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	John Ehlers	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	Clarence P. Falk	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	Earl Frink	Nov. 6, 1912	Nov. 6, 1912	4 per day.
Deputy sheriff	Albert H. Gressman	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	A. W. Haskell	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	Jacob C. Heintz	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	John Heiser	Nov. 6, 1912	Nov. 6, 1912	4 per day.
Deputy sheriff	Rudolph Inderbitzen	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	Sherman Longnecker	June 10, 1912	June 10, 1912	4 per day.
Deputy sheriff	James J. Murphy	Jan. 1, 1912	Jan. 1, 1912	4 per day.

Deputy sheriff	E. A. Needham	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	Wallace R. Pattrell	Nov. 6, 1912	Nov. 6, 1912	4 per day.
Deputy sheriff	Joseph W. Phillips	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	William A. Rosar	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	Anthony Ruskiewicz	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	John Ryan	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	Christian Schapper	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	Louis K. Suor	Feb. 1, 1912	Feb. 1, 1912	4 per day.
Deputy sheriff	Harry G. Seeger	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	Herbert Walter	Jan. 1, 1912	Jan. 1, 1912	4 per day.
Deputy sheriff	Fred W. Westenfelder	Feb. 12, 1912	Feb. 12, 1912	4 per day.

COMPETITIVE LIST

Physician at jail	Prescott Le Breton	Mar. 1, 1903	Mar. 1, 1903	$300 00
Matron	Mary Danahy	Dec. 1, 1899	Dec. 1, 1899	460 00
Matron	Sara I. Briggs	Nov. 2, 1903	Nov. 2, 1903	460 00
Matron	Agnes Petz	Nov. 15, 1903	Nov. 15, 1903	460 00
Engineer	Harry Farrell	Jan. 1, 1906	Mar. 1, 1911	$3 per day.
Engineer	George E. Doyle	Feb. 24, 1911	Feb. 24, 1911	3 per day.
Engineer	Bernard P. Weise	Jan. 1, 1909	Mar. 1, 1911	3 per day.

COUNTY AUDITOR

UNCLASSIFIED SERVICE

Auditor	George S. Buck	Jan. 1, 1912	Jan. 1, 1912	$4,000 00

EXEMPT CLASS

Deputy auditor	Charles D. Chamberlain	Jan. 1, 1912	Jan. 1, 1912	2,000 00
Secretary	Joseph Liebold	Dec. 1, 1910	Dec. 1, 1910	1,200 00

COMPETITIVE CLASS

Investigator	Albert A. Hamister	May 23, 1912	May 23, 1912	1,200 00
Clerk	Philip Fisher	Jan 1, 1896	Jan. 1, 1896	1,200 00

ERIE COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	LODGING HOUSE			
	COMPETITIVE CLASS			
Superintendent	George B. Krug	Jan. 1, 1908	Jan. 1, 1908	$1,800 00
Physician	Edward A. Southall	Jan. 1, 1912	Feb. 29, 1912	600 00
Custodian	William H. Meahl	June 16, 1912	June 16, 1912	1,000 00
Record clerk	William L. Stein	Feb. 1, 1912	Feb. 1, 1912	900 00
Matron	Jessie I. Brown	Sept. 1, 1912	Jan. 1, 1913	600 00
Orderly	Dee C. Darling	Jan. 4, 1912	Mar. 5, 1912	450 00
Watchman	Albert C. Emmerick	May 18, 1910	May 18, 1910	600 00
	TREASURER			
	UNCLASSIFIED SERVICE			
Treasurer	Franklin E. Bard	Jan. 1, 1913	Jan. 1, 1913	5,000 00
	EXEMPT CLASS			
Deputy	Leo J. Neupert	Jan. 1, 1913	Jan. 1, 1913	2,500 00
Cashier	F. E. Thieroff	Jan. 1, 1910	Jan. 1, 1910	2,000 00
Secretary	Thomas Cantlin	July 23, 1903	July 23, 1903	1,500 00
	COMPETITIVE CLASS			
Chief bookkeeper	A. F. Wahl	Jan. 7, 1901	April 1, 1912	2,000 00
Assistant bookkeeper	Thomas Mangan	Jan. 17, 1906	Oct. 1, 1911	1,500 00
Tax sales clerk	Charles H. Wood	Jan. 1, 1894	Jan. 1, 1894	1,500 00
Assistant tax sales clerk	Louis H. Graeber	Jan. 1, 1898	Feb. 1, 1912	1,500 00
Certificate clerk	Peter J. Regan	July 21, 1909	April 1, 1911	1,200 00
Clerk	John R. Plunkett	June 1, 1911	June 1, 1911	1,000 00

SURROGATE

UNCLASSIFIED SERVICE

Surrogate	Louis B. Hart	Jan. 1, 1896	Nov. 23, 1905	6,000 00

EXEMPT CLASS

Clerk of court	William R. Pooley	Jan. 1, 1907	Jan. 1, 1907	3,000 00

COMPETITIVE CLASS

Court stenographer	James P. Moore	Jan. 1, 1895	Jan. 1, 1895	2,400 00
Transfer tax clerk	Frederick M. Pierce	Jan. 1, 1896	Jan. 1, 1901	1,800 00
Clerk	Will H. Cary	Jan. 1, 1896	Jan. 1, 1908	1,800 00
Clerk	Hiram C. Marcus	July 12, 1898	Oct. 1, 1903	1,600 00
Court officer	Ernest W. Chandler	Oct. 15, 1903	Oct. 15, 1903	1,300 00
Typewriter copyist	Reinhard M. Lotz	Jan. 1, 1906	Jan. 1, 1906	1,200 00
Typewriter copyist	John F. Whalen	April 1, 1909	April 1, 1909	1,200 00
Typewriter copyist	Damese J. Cadotte	Feb. 21, 1912	May 8, 1912	1,200 00

TRUSTEES OF CITY AND COUNTY HALL

EXEMPT CLASS

Secretary	Edward L. Jung	Nov. 1, 1912	Nov. 1, 1912	1,200 00

COMPETITIVE CLASS

Superintendent	W. F. Fisher	July —, 1890	July —, 1890	3,000 00
Janitor	William Walz	Aug. 1, 1890	Aug. 1, 1890	900 00
Janitor	Earl Folsom	Mar. —, 1897	Feb. 1, 1904	900 00
Janitor	Fred Wedig	April —, 1891	Feb. 1, 1904	840 00
Janitor	William Seebach	April —, 1900	Feb. 1, 1904	840 00
Janitor	Edward Adler	Aug. —, 1890	Feb. 1, 1904	840 00
Janitor	Robert McFarland	Feb. —, 1900	Feb. 1, 1904	840 00
Janitor	Ambrose J. Nusstein	April 7, 1904	July 1, 1905	840 00
Janitor	William Medrow	July 1, 1905	April 1, 1910	840 00
Janitor	George Cowell	Oct 1, 1903	Feb. 1, 1904	720 00
Janitor	Fred Hecker	May 3, 1905	Feb. 1, 1906	840 00
Janitor	John Shortel	Oct. —, 1899	Feb. 1, 1904	720 00

ERIE COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
TRUSTEES OF CITY AND COUNTY HALL — (*continued*)				
COMPETITIVE CLASS — (*continued*)				
Janitor	Peter Schnerle	April 1, 1906	May 13, 1907	$720 00
Janitor	William O'Brien	June 25, 1907	Aug. 11, 1910	720 00
Janitor	Harry J. Francelemont	Feb. 1, 1910	Jan. 9, 1911	720 00
Janitor	John Hoehmann	Feb. 10, 1903	April 3, 1911	720 00
Janitor	Frank J. Zahn	Aug. 11, 1910	April 3, 1911	720 00
Janitor	Thomas J. Vaughan	Dec. 19, 1910	Sept. 1, 1912	720 00
Janitor	James Fitzgerald	Jan. 9, 1911	Nov. 1, 1912	720 00
Janitor	George H. Slaght	April 3, 1911	Nov. 1, 1912	720 00
Engineer	James Rowley	May —, 1892	May —, 1892	2,000 00
Assistant engineer	Charles Hazen	Feb. —, 1882	Feb. —, 1882	1,200 00
Second assistant engineer	John Fisher	April —, 1891	Dec. 1, 1909	1,020 00
Fireman	Augustus Hamel	Sept. —, 1892	Sept. —, 1892	900 00
Fireman	Frank Demler	April —, 1896	April —, 1896	900 00
Fireman	Mathew J. Ramsey	Dec. 21, 1909	Dec. 21, 1909	900 00
Cabinet repairer	John Hottinger	Aug. —, 1890	Aug. —, 1890	1,140 00
Elevator conductor	Charles A. Kaiser	April 3, 1911	April 3, 1911	600 00
Elevator conductor	Stephen Hart	Sept. 9, 1912	Sept. 9, 1912	600 00
Elevator conductor	John Mahany	May 6, 1907	Nov. 1, 1912	600 00
Elevator conductor	Martin Leupold	Jan. 1, 1913	Jan. 1, 1913	600 00
COMMISSIONER OF JURORS				
UNCLASSIFIED SERVICE				
Commissioner	Henry H. Seymour	May —, 1895	Jan. 1, 1910	4,500 00
EXEMPT CLASS				
Deputy commissioner	Shirrell N. McWilliams	Jan. 1, 1910	Jan. 1, 1910	3,500 00

	COMPETITIVE CLASS			
Clerk and stenographer	May Ryan	Sept. 23, 1901	Sept. 23, 1901	1,200 00
	SUPERINTENDENT OF THE POOR			
	UNCLASSIFIED SERVICE			
Superintendent	Herbert S. Sisson	Jan. 1, 1912	Jan. 1, 1912	4,200 00
	EXEMPT CLASS			
Deputy	Sherwood Welch	Jan. 1, 1907	Jan. 1, 1907	1,800 00
Secretary	Albert J. Rettig	Mar. 6, 1911	Mar. 6, 1911	1,200 00
	COMPETITIVE CLASS			
Record clerk	George G. Prince	Dec. 1, 1898	Dec. 1, 1898	1,400 00
Inspector	Edward L. De Fields	Jan. 1, 1895	Jan. 1, 1895	1,300 00
County agent	Jennie R. House	Jan. 1, 1901	Jan. 1, 1901	1,000 00
County agent	Henrietta Wurtenburg	Sept. 15, 1903	Sept. 15, 1903	1,000 00
County agent	Julia Scoltic	Jan. 1, 1901	Jan. 1, 1901	1,000 00
County agent	Margaret Cullen	April 30, 1901	April 30, 1901	1,000 00
Inspector, children's department	Gertrude M. Beale	May 15, 1912	May 15, 1912	800 00
	HOME AND HOSPITAL			
	UNCLASSIFIED SERVICE			
Superintendent	Harry Bauer	Jan. 1, 1913	Jan. 1, 1913	2,500 00
	EXEMPT CLASS			
Deputy superintendent	Edward C. Streile	Jan. 1, 1913	Jan. 1, 1913	1,800 00
	COMPETITIVE CLASS			
Medical superintendent	John D. Howland	Mar. 1, 1911	Mar. 1, 1911	2,000 00
Clerk	Henry J. Schulz	June 1, 1904	Mar. 15, 1907	1,000 00
Clerk	Winifred Crowe	July 1, 1906	July 1, 1906	1,000 00
Pharmacist	Edward D. P. Hetz	Nov. —, 1893	Oct. 1, 1901	1,000 00
Superintendent of nurses	Nellie Davis	Dec. 11, 1906	Dec. 11, 1906	1,200 00
Superintendent of nurses	Bessie Clendenny	July 22, 1912	July 22, 1912	900 00
Superintendent of nurses	Anna J. Jones	June 8, 1909	June 8, 1909	600 00

ERIE COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Assistant superintendent of nurses	Mayme Bostwick	Sept. 7, 1912	Sept. 7, 1912	$600 00
Assistant superintendent of nurses	Sarah A. McCann	Sept. 9, 1912	Sept. 9, 1912	600 00
Matron	Laura Mullen	May 7, 1907	Sept. 15, 1908	600 00
Supervising orderly	William H. Young	Nov. 15, 1907	Nov. 15, 1907	660 00
Orderly	Dennis Gleason	Feb. —, 1879	Feb. —, 1879	540 00
Orderly	Fred F. M. Roloff	May 9, 1907	May 9, 1907	540 00
Orderly	Walter Klinger	Mar. 1, 1908	Mar. 1, 1908	540 00
Orderly	Edward Tellier	May 1, 1911	May 1, 1911	540 00
Orderly	Reginald C. Canfield	May 5, 1911	May 5, 1911	540 00
Orderly	Frank M. Kuhn	Sept. 1, 1912	Sept. 1, 1912	540 00
Orderly	Patrick J. Graven	Sept. 16, 1912	Sept. 16, 1912	540 00
Orderly	Charles A. Brown	Sept. 1, 1912	Sept. 1, 1912	540 00
Orderly	Clarence A. Finn	Nov. 11, 1912	Nov. 11, 1912	540 00
Chief engineer	Albert Simpson	Dec. 1, 1904	Dec. 1, 1904	1,642 00
Assistant engineer	Frank Shoemaker	Jan. —, 1898	Jan. —, 1898	1,095 00
Assistant engineer	John Menz	Sept. 5, 1910	Sept. 5, 1910	1,095 00
Assistant engineer	David Gannon	Nov. 1, 1910	Nov. 1, 1910	1,095 00
Fireman	Richard O'Toole	Nov. 16, 1906	Nov. 16, 1906	900 00
Fireman	James Kinney	July 1, 1911	July 1, 1911	900 00
Fireman	Edward C. Gerecke	Mar. 22, 1912	Mar. 22, 1912	900 00
Butcher	Conrad M. Maisel	Feb. 8, 1907	Feb. 8, 1907	900 00
Watchman	Edward Hudspith	Jan. 7, 1909	Jan. 7, 1909	720 00
Laundryman	Jacob Deahn	Feb. 1, 1911	Feb. 1, 1911	780 00
	PENITENTIARY			
	UNCLASSIFIED SERVICE			
Superintendent	William Hunt	Jan. 1, 1911	Jan. 1, 1911	2,500 00

EXEMPT CLASS				
Deputy superintendent	Nicholas C. Brick	Jan. 1, 1911	Jan. 1, 1911	1,500 00
COMPETITIVE CLASS				
Physician	Edward L. Frost	Mar. 1, 1903	Mar. 1, 1903	900 00
Clerk	John Lang	May —, 1899	Aug. 1, 1908	1,400 00
Bertillon clerk	Arthur G. Sparling	Jan. 16, 1908	April 6, 1911	1,200 00
Assistant clerk	Timothy J. Collins	April 27, 1911	April 27, 1911	1,020 00
Chief engineer	John A. Reilly	April 1, 1906	Feb. 20, 1911	$4 per day.
Assistant engineer	William Leonard	Oct. —, 1892	Nov. 1, 1900	3 per day.
Assistant engineer	William M. Scott	Aug. 6, 1904	Aug. 6, 1904	3 per day.
Head keeper	Frederick Davenport	Dec. —, 1893	Dec. —, 1893	$1,500 00
Keeper	William Cannon	Jan. —, 1896	Jan. —, 1896	900 00
Keeper	George Wannamacher	Jan. —, 1897	Jan. —, 1897	900 00
Keeper	William S. Brown	April —, 1895	April —, 1895	900 00
Keeper	Albert H. Bell	Jan. —, 1899	Jan. —, 1899	900 00
Keeper	Edward Berryman	April —, 1896	April —, 1896	900 00
Keeper	G. A. Duerstein	Jan. —, 1895	Jan. —, 1895	900 00
Keeper	John Hannon	April —, 1887	April —, 1887	900 00
Keeper	John W. Gerlach	Aug. —, 1896	Aug. —, 1896	900 00
Keeper	John Foudy	July —, 1891	July —, 1891	900 00
Keeper	William G. Record	Sept. —, 1898	Sept. —, 1898	900 00
Keeper	John Eckert	Jan. —, 1899	Jan. —, 1899	900 00
Keeper	Charles Sparling	Feb. —, 1899	Feb. —, 1899	900 00
Keeper	John Elliott	Aug. —, 1894	Aug. —, 1894	900 00
Keeper	James La Matre	June 1, 1910	June 1, 1910	900 00
Keeper	John C. Voelker	Feb. 27, 1910	Feb. 27, 1910	900 00
Keeper	John M. Collins	Oct. 15, 1911	Oct. 15, 1911	900 00
Keeper	Earle R. Smith	April 16, 1911	April 16, 1911	900 00
Keeper	John J. Kilcoyne	May 18, 1911	May 18, 1911	900 00
Keeper	John E. Trant	May 18, 1911	May 18, 1911	900 00
Keeper	John Williams	Nov. 15, 1911	Nov. 15, 1911	900 00
Fireman	John Canney	Nov. 15, 1911	Nov. 15, 1911	900 00
Fireman	Frank Roskwitalski	April 15, 1912	April 15, 1912	900 00
Fireman	Charles Gruenauer	June 15, 1911	June 15, 1911	$4 per day.
Tailor				

KINGS COUNTY

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COUNTY COURT				
UNCLASSIFIED SERVICE				
Judge	Norman S. Dike	Jan. 1, 1907	Jan. 1, 1907	$10,000 00
Judge	Lewis L. Fawcett	Jan. 1, 1907	Jan. 1, 1907	10,000 00
EXEMPT CLASS				
Chief clerk	John T. Rafferty	Jan. 1, 1912	Jan. 1, 1912	7,500 00
Deputy clerk	D. H. Ralston	Jan. 1, 1912	Jan. 1, 1912	5,000 00
Confidential clerk	Benjamin Cohn	Jan. 1, 1908	Jan. 1, 1908	2,000 00
Confidential clerk	Harry W. Smith	Jan. 1, 1907	Jan. 1, 1907	2,000 00
Warden, grand jury	Michael J. Wheeler	Sept. 1, 1903	Sept. 1, 1903	3,500 00
COMPETITIVE CLASS				
Court stenographer	Dudley J. Fagan	April 16, 1907	April 16, 1907	3,600 00
Court stenographer	Louis A. Zimmerman	Sept. 1, 1910	Sept. 1, 1910	3,600 00
Court stenographer	Clyde H. Marshall	May 1, 1911	May 1, 1911	3,600 00
Court stenographer	Ralph E. Roberts	April 7, 1911	April 7, 1911	3,600 00
Clerk	Charles H. Foley	June 21, 1877	Jan. 1, 1905	3,800 00
Clerk	John F. Moore	Feb. 1, 1883	May 1, 1906	3,500 00
Clerk	Thomas P. Crowne	Mar. 21, 1899	Dec. 1, 1906	3,500 00
Clerk	John J. Gartland	Jan. 1, 1898	Mar. 1, 1908	3,500 00
Clerk	Benjamin F. Childs	Feb. 1, 1896	Mar. 1, 1908	3,500 00
Clerk	George H. Murphy	Jan. 1, 1898	Feb. 15, 1904	3,200 00
Clerk	John H. Meehan	Jan. 1, 1898	Mar. 1, 1908	3,000 00
Clerk	James G. Fitzgerald	Jan. 1, 1898	Mar. 1, 1908	3,000 00

Clerk	John J. Pyburn	Jan. 1, 1898	Mar. 1, 1908	2,500 00
Clerk	George W. McCloskey	Aug. 1, 1897	Mar. 1, 1908	2,500 00
Clerk	Adolph Levy	July 6, 1899	Feb. 1, 1912	1,800 00
Clerk	John F. Anderson	Feb. 1, 1909	Jan. 1, 1913	1,500 00
Comparer	William N. Cahill	June 1, 1909	Jan. 1, 1913	1,500 00
Stenographer	Joseph G. Giambalvo	Feb. 1, 1896	Feb. 1, 1896	2,500 00
Interpreter	Joseph Bochner	Oct. 1, 1908	Oct. 1, 1908	2,500 00
Interpreter	Erastus P. Backus	May 1, 1900	May 1, 1900	3,000 00
Detective	Joseph Bagnerello	Jan. 1, 1897	Jan. 1, 1897	3,000 00
Detective	John F. Davis	Mar. 1, 1898	Jan. 1, 1911	3,000 00
Detective	Nicholas Klaboe	April 15, 1907	Jan. 1, 1911	3,000 00
Detective	Thomas F. Buttling	Feb. 1, 1896	Dec. 1, 1906	3,500 00
Chief court attendant	George C. Shevlin	May 12, 1890	May 12, 1890	2,000 00
Court attendant	John Graham	Oct. —, 1872	Oct. —, 1872	2,000 00
Court attendant	Robert Welwood	July 17, 1899	June 1, 1910	2,000 00
Court attendant	George Jaquillard	Feb. 1, 1896	Feb. 1, 1896	2,000 00
Court attendant	Simon B. Crane	Feb. 1, 1896	Feb. 1, 1896	2,000 00
Court attendant	John T. O'Brien	July 1, 1889	July 1, 1889	1,800 00
Court attendant	William G. Ten Eyck	Dec. 1, 1894	Dec. 1, 1894	1,800 00
Court attendant	John P. Hayes	Feb. 1, 1896	Feb. 1, 1896	1,800 00
Court attendant	James Scanlon	Feb. 1, 1896	Feb. 1, 1896	1,800 00
Court attendant	John H. Westervelt	Feb. 1, 1896	Feb. 1, 1896	1,800 00
Court attendant	Henry Mittag	Feb. 1, 1896	Feb. 1, 1896	1,800 00
Court attendant	William H. Sharkey	Feb. 1, 1896	Feb. 1, 1896	1,800 00
Court attendant	Thomas Stapleton	Feb. 1, 1896	Feb. 1, 1896	1,800 00
Court attendant	Byron C. Belknap	Oct. 1, 1897	Oct. 1, 1897	1,800 00
Court attendant	Francis J. Pearn	Mar. 1, 1898	Mar. 1, 1898	1,800 00
Court attendant	Peter J. Marryatt	Feb. 1, 1901	Feb. 1, 1901	1,800 00
Court attendant	John J. Harrington	July 21, 1899	Jan. 9, 1907	1,800 00
Court attendant	Rudolph W. Gross	April 15, 1907	April 15, 1907	1,800 00
Court attendant	James E. McKenna	April 15, 1907	April 15, 1907	1,800 00
Court attendant	William Hemstreet	Mar. 4, 1871	June 1, 1910	1,800 00
Court attendant	Jesse C. Rogers	Mar. 16, 1908	Sept. 1, 1912	1,500 00
Court attendant	Myrtle S. Leigh	Jan. 1, 1909	Feb. 1, 1912	900 00
Telephone operator				

KINGS COUNTY — *(continued)*

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COUNTY CLERK				
UNCLASSIFIED SERVICE				
County clerk	Charles S. Devoy	Jan. 1, 1912	Jan. 1, 1912	$12,000 00
EXEMPT CLASS				
Deputy county clerk	John Feitner	Jan. 1, 1912	Jan. 1, 1912	5,000 00
Assistant deputy	Francis F. Williams	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Counsel	Hugo Hirsh	Jan. 1, 1912	Jan. 1, 1912	3,500 00
Cashier	Bernard F. Nienstedt	Jan. 1, 1912	Jan. 1, 1912	2,000 00
Secretary	Henry Fischer	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Chief clerk, law department	Peter Donnelly	July 12, 1911	Oct. 21, 1912	2,500 00
Chief clerk, certificates, satisfactions and mechanics' liens	David M. Stone	Jan. 1, 1912	Nov. 8, 1912	2,000 00
COMPETITIVE CLASS				
Expert clerk	John Harrington	Jan. 1, 1898	Jan. 1, 1898	3,000 00
Notarial clerk	William Ferris	Mar. 1, 1895	Mar. 1, 1895	2,250 00
Equity clerk	Dennis J. Clare	April 1, 1902	April 1, 1902	2,000 00
Equity clerk	Hubert F. Kelly	Jan. 20, 1902	Mar. 1, 1907	2,000 00
Equity clerk	James McIntyre	Jan. 20, 1902	Mar. 1, 1907	2,000 00
Equity clerk	Isidore Dresdner	Aug. 23, 1899	Sept. 1, 1908	2,000 00
Docket clerk	George J. Kauth	July —, 1896	Jan. 11, 1909	2,000 00
Docket clerk	Thomas M. Burke	April 1, 1902	April 1, 1902	2,000 00
Docket clerk	Osborn E. Toombs	April 9, 1902	April 9, 1902	2,000 00
Index clerk	James Jackson	April 2, 1902	April 2, 1902	1,500 00
Index clerk	John F. Houghton	April 11, 1902	April 11, 1902	1,500 00
Index clerk	John A. Williamson	Jan. 1, 1908	Jan. 1, 1911	1,500 00
Chief clerk, marriage license bureau	Edwin L. Rowland	Feb. —, 1900	Sept. 1, 1909	1,500 00

Clerk, marriage license bureau	Spencer Baker	June 21, 1902	Sept. 1, 1908	1,200 00
Bookkeeper	George Loader	Jan. 1, 1902	Jan. 1, 1902	2,000 00
Document searcher	Charles Pease	Jan. 1, 1908	Jan. 1, 1908	1,500 00
Document searcher	Joseph Obmann	Jan. 1, 1900	Mar. 15, 1911	1,500 00
Chief of old records	S. Marks	April 1, 1908	Jan. 1, 1913	1,500 00
Assistant chief of old records	Joseph Abel	Aug. 14, 1911	Aug. 14, 1911	1,500 00
Assistant chief of old records	William H. Ahrens	Sept. 26, 1907	Jan. 1, 1913	1,500 00
Clerk	Asa Hiller	Sept. 15, 1908	Sept. 15, 1908	1,200 00
Clerk	Clarence E. Mulford	Aug. 1, 1906	Sept. 15, 1908	1,200 00
Clerk	George Wagner	July 17, 1902	July 14, 1911	1,200 00
Copyist of mutilated records	Thomas F. Sullivan	Feb. 15, 1909	Nov. 15, 1909	1,500 00
Copyist of mutilated records	Adelbert Cramer	Jan. 18, 1900	Jan. 18, 1900	1,500 00
Copyist of mutilated records	Francis P. Gallagher	June 10, 1900	June 10, 1900	1,500 00
Copyist of mutilated records	A. J. Carey	April 2, 1900	April 2, 1900	1,500 00
Copyist of mutilated records	William Golden	Jan. 18, 1900	Jan. 18, 1900	1,500 00
Copyist of mutilated records	Theodore Totten	Feb. 5, 1900	Aug. 1, 1912	1,200 00
Typewriter copyist	Joseph P. Bennet	June 7, 1906	Feb. 1, 1909	5 cents per folio.
Typewriter copyist	William Morris	Aug. 6, 1906	Feb. 1, 1909	5 cents per folio.
Typewriter copyist	George R. Leonard	May 2, 1910	April 1, 1911	5 cents per folio.
Typewriter copyist	James M. McKenna	June 6, 1910	Jan. 1, 1913	5 cents per folio.
Pen copyist	John E. Bane	Feb. 21, 1910	Feb. 21, 1910	5 cents per folio.
Pen copyist	Edward J. Stein	Feb. 15, 1909	Oct. 1, 1910	5 cents per folio.
Comparer	Adele B. Amrath	Jan. 1, 1902	Aug. 1, 1907	$1,500 00
Custodian	Charles A. Halstead	July 17, 1899	Oct. 7, 1902	1,200 00
Custodian	Walter Robinson	Jan. 10, 1900	June 1, 1907	1,200 00
Custodian	Francis J. Lafferty	Oct. 1, 1910	April 14, 1911	1,200 00
Messenger	Joseph A. Gannon	Jan. 5, 1910	Aug. 1, 1911	800 00

DISTRICT ATTORNEY

UNCLASSIFIED SERVICE

District attorney	James C. Cropsey	Jan. 1, 1912	Jan. 1, 1912	10,000 00

EXEMPT CLASS

First assistant district attorney	John Morris Perry	Jan. 1, 1912	Jan. 1, 1912	7,500 00
Assistant district attorney	Hersey Eggington	Jan. 1, 1912	Jan. 1, 1912	7,000 00
Assistant district attorney	Herbert N. Warbasse	Jan. 1, 1912	Jan. 1, 1912	6,000 00
Assistant district attorney	George A. Voss	Jan. 1, 1912	Jan. 1, 1912	6,000 00

KINGS COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation.
EXEMPT CLASS — (*continued*)				
Assistant district attorney	Everett Caldwell	Jan. 1, 1912	Jan. 1, 1912	$6,000 00
Assistant district attorney	Edward A. Freshman	Jan. 1, 1912	Jan. 1, 1912	5,500 00
Assistant district attorney	Warren I. Lee	Jan. 1, 1912	Jan. 1, 1912	5,000 00
Assistant district attorney	Louis Goldstein	Jan. 1, 1912	Jan. 1, 1912	4,500 00
Assistant district attorney	Herbert H. Kellogg	Jan. 1, 1912	Jan. 1, 1912	4,500 00
Assistant district attorney	George H. Folwell	Jan. 1, 1912	Jan. 1, 1912	5,000 00
Assistant district attorney	Edward W. Cooper	Jan. 1, 1912	Jan. 1, 1912	3,000 00
Chief clerk	Harry G. Anderson	Mar. 14, 1912	Jan. 1, 1913	2,500 00
Stenographer acting as private secretary	Lewis E. Birdseye	Jan. 1, 1912	Jan. 1, 1912	4,000 00
Stenographer acting as private secretary	Frances L. Howard	Feb. 1, 1912	Feb. 1, 1912	1,500 00
Stenographer acting as private secretary	George L. Hilton	Feb. 26, 1912	Feb. 26, 1912	1,800 00
County detective	J. E. Van Ansdall	Aug. 12, 1912	Aug. 12, 1912	1,500 00
County detective	John P. Hurley	April 15, 1912	April 15, 1912	1,800 00
	Jackman T. Stockdale	Nov. 25, 1912	Nov. 25, 1912	1,200 00
COMPETITIVE CLASS				
Clerk	Joseph B. Cummings	Oct. 4, 1906	Oct. 4, 1906	1,800 00
Clerk	Stephen A. Rudd	Jan. 1, 1904	Nov. 1, 1911	1,700 00
Clerk	Oscar D. Mott	June 1, 1904	June 1, 1904	1,500 00
Law clerk	William H. Huelser	April 13, 1911	April 15, 1912	1,200 00
Stenographer and private secretary	Thomas A. Shaw	April 1, 1912	April 1, 1912	1,200 00
Stenographer and private secretary	Fidele A. Driscole	Jan. 1, 1900	Jan. 1, 1900	1,800 00
Messenger	Katharine J. Boyle	Jan. 1, 1900	Jan. 1, 1908	1,500 00
Doorkeeper	Charles J. Dougherty	Jan. 1, 1900	Jan. 1, 1900	1,200 00
County detective	Joseph Hayes	Jan. 1, 1900	Jan. 1, 1900	1,200 00
	Jacob Diehm	June 1, 1906	June 1, 1906	1,300 00

County detective	John Worth	Jan. 1, 1900	Jan. 1, 1900	1,200 00
County detective	James Jacobs	Mar. 8, 1909	Mar. 8, 1909	1,200 00
County detective	James E. Keefe	May 12, 1909	May 12, 1909	1,200 00
County detective	John J. Seaman	Sept. 26, 1911	Sept. 26, 1911	1,200 00
County detective	James S. Lee	Feb. 11, 1909	Feb. 11, 1909	1,000 00
County detective	Charles V. Bowerhan	Jan. 1, 1900	Jan. 1, 1900	1,000 00
County detective	William H. Kenmore	Jan. 1, 1904	Jan. 1, 1904	1,000 00
County detective	Herbert E. Bush	Feb. 8, 1911	Jan. 1, 1913	1,000 00
County detective	Ralph H. Van Ness	Feb. 8, 1911	Feb. 8, 1911	1,000 00
Process server	Henry J. F. Davey	Feb. 8, 1911	Feb. 8, 1911	1,000 00
Process server	Paul D. Cahill	Feb. 8, 1911	Feb. 8, 1911	1,000 00
Process server	Albert B. Carr	Nov. 29, 1912	Nov. 29, 1912	1,000 00
Process server	Margaret G. Dawson	Feb. 1, 1912	Feb. 1, 1912	720 00
Telephone operator	Ruth Howell	—— —, 1898	—— —, 1898	$8 per day.
Stenographer to take testimony before grand juries				

COMMISSIONER OF JURORS

Unclassified Service

Commissioner	Thomas R. Farrell	July 31, 1911	July 31, 1911	$6,000 00

Exempt Class

Deputy commissioner	Michael J. Trudden	July 31, 1911	July 31, 1911	3,500 00
Secretary	Charles M. Byrne	Aug. 15, 1911	Aug. 15, 1911	2,500 00

Competitive Class

Clerk	Daniel F. M. Furguson	Oct. 4, 1883	Oct. 4, 1883	1,800 00
Clerk	Joseph Bookman	Aug. 1, 1890	Aug. 1, 1890	1,500 00
Clerk	Christopher Byrnes	July 23, 1899	July 23, 1899	1,500 00
Clerk	Winfield S. Reamer	July 6, 1899	Jan. 1, 1907	1,500 00
Clerk	Oscar Hauck	June 4, 1900	Jan. 5, 1909	1,500 00
Clerk	August Spaeth	July 6, 1899	July 1, 1909	1,350 00
Clerk	William B. Hermance	July 1, 1906	Feb. 1, 1911	1,200 00
Clerk	John R. Carroll	Sept. 1, 1892	Jan. 23, 1909	1,800 00
Fine and exempt clerk	Henry Jones	Sept. 23, 1890	Sept. 23, 1890	1,200 00
Jury notice server	Conrad Bechtoldt	Sept. 1, 1894	Sept. 1, 1894	1,200 00
Jury notice server	Edward M. Crofton	Oct. 6, 1896	Dec. 1, 1900	1,200 00
Jury notice server	Miles J. Riley	July 19, 1899	July 19, 1899	1,200 00

KINGS COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COMPETITIVE CLASS — (*continued*)			
Jury notice server	Nathan H. Beck	April 1, 1906	Mar. 1, 1907	$1,200 00
Jury notice server	Ralph S. Crawshaw	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Jury notice server	Elvius V. A. O'Hea	Feb. 1, 1909	Feb. 1, 1909	1,200 00
Process server	John S. Laffey	Feb. 4, 1909	Feb. 4, 1909	1,200 00
Process server	Denis W. Corrigan	Aug. 6, 1906	Jan. 1, 1912	1,200 00
Process server	Edward Berliner	Nov. 15, 1909	Feb. 1, 1911	1,200 00
Process server	Everett E. Ryan	Feb. 8, 1911	April 8, 1912	1,200 00
Stenographer	Elizabeth F. Tefft	Oct. 4, 1904	Oct. 4, 1904	840 00
	COMMISSIONER OF RECORDS			
	UNCLASSIFIED SERVICE			
Commissioner	Edmund O'Connor	Dec. 28, 1912	Dec. 28, 1912	5,000 00
	EXEMPT CLASS			
Deputy	William F. Thompson	July 13, 1911	July 13, 1911	4,000 00
Superintendent	Joseph J. Timmes	Feb. 26, 1912	Feb. 26, 1912	3,000 00
Assistant superintendent	Matthew E. Dooley	Aug. 25, 1911	Aug. 25, 1911	3,000 00
Secretary	Charles H. Wilson	Jan. 1, 1913	Jan. 1, 1913	2,000 00
	COMPETITIVE CLASS			
Chief, map division	Fred W. Beers	July 6, 1899	Oct. 1, 1912	2,100 00
Chief, locating division	Samuel O. Mosscrop	June 5, 1900	Oct. 1, 1912	1,800 00
Chief, indexing division	John H. Johnson	July 6, 1899	Oct. 1, 1912	1,800 00
Chief, town records division and translator	Frank L. Van Cleef	July 10, 1899	Oct. 1, 1912	1,800 00
Chief, comparing division	Timothy C. Mayher	June 5, 1899	Oct. 1, 1912	1,600 00
Assistant chief, map division	Smith H. Stebbins	July 6, 1899	Oct. 1, 1912	1,800 00
Assistant chief, locating division	Franklin G. Cubberly	July 6, 1899	Oct. 1, 1912	1,500 00

Assistant chief, indexing division	James Williamson	July 6, 1899	Oct. 1, 1912	1,500 00
Assistant chief, comparing division	Charles W. Maynard	July 17, 1899	Oct. 1, 1912	1,500 00
Supervisor, copying mutilated records	William E. Soper	May 26, 1899	May 26, 1899	1,800 00
Supervisor, copying mutilated records	Frank F. Schulz	May 26, 1899	May 26, 1899	1,800 00
Supervisor of reindexing	David McQueen	July 6, 1899	April 1, 1912	2,000 00
Stenographer	Marie E. Van Tassell	June 5, 1899	June 5, 1899	1,200 00
Stenographer	Cornelia S. Reybert	May 26, 1899	May 26, 1899	1,000 00
Chief clerk of old records	William Doggrell	June 12, 1899	Sept. 16, 1905	1,600 00
Chief clerk	Edward A. McEvoy	Aug. 11, 1911	Dec. 19, 1912	2,100 00
Clerk	Jonas M. Farrington	May 26, 1899	Oct. 1, 1912	1,800 00
Clerk	Charles S. Hellawell	Aug. 7, 1899	Dec. 1, 1912	1,600 00
Clerk	Timothy O'Shea	April 19, 1904	Dec. 1, 1912	1,550 00
Clerk	Warren H. Doolittle	July 6, 1899	Oct. 1, 1912	1,525 00
Clerk	Ferdinand Frischkorn	Aug. 1, 1899	Dec. 1, 1912	1,525 00
Clerk	Albert E. Hamilton	July 6, 1899	Oct. 1, 1912	1,500 00
Clerk	Edward Balz	July 24, 1899	Dec. 1, 1912	1,400 00
Clerk	Charles H. Johnson	Aug. 1, 1899	Dec. 1, 1912	1,400 00
Clerk	John G. Gilluly	July 24, 1899	Dec. 1, 1912	1,300 00
Clerk	Alfred C. Ostrander	July 6, 1899	Dec. 1, 1912	1,300 00
Clerk	Robert B. Hilliard	July 6, 1899	Dec. 1, 1912	1,300 00
Clerk	James B. Gourlay	July 6, 1899	Dec. 1, 1912	1,300 00
Clerk	Maxwell C. Buger	July 21, 1899	Dec. 1, 1912	1,300 00
Clerk	Percival C. Elliott	July 6, 1899	Dec. 1, 1912	1,225 00
Clerk	Frederick H. Bange	July 6, 1899	Dec. 1, 1912	1,225 00
Clerk	John H. Smith	Jan. 3, 1900	Dec. 1, 1912	1,225 00
Clerk	Frank H. Van Duyn	Aug. 22, 1899	Dec. 1, 1912	1,225 00
Clerk	Alfred Cassanese	Aug. 21, 1899	Dec. 1, 1912	1,225 00
Clerk	Albert J. Disney	July 17, 1899	Dec. 1, 1912	1,225 00
Clerk	Hugo Caro	July 6, 1899	Dec. 1, 1912	1,200 00
Clerk	William A. O'Connell	July 15, 1909	Dec. 1, 1912	1,200 00
Clerk	Henry A. Reynolds	Sept. 1, 1910	Dec. 1, 1912	1,200 00
Clerk	Charles G. McManus	July 5, 1899	Dec. 1, 1912	1,100 00
Clerk	Adolph Rose	Mar. 13, 1912	Dec. 1, 1912	1,100 00
Clerk	Henry A. Stone	Aug. 15, 1899	Dec. 1, 1912	1,000 00
Clerk	James Trimmer	Sept. 1, 1899	Dec. 1, 1912	1,000 00
Clerk	William Schellback	July 7, 1899	Dec. 1, 1912	1,000 00
Clerk	Mortimer J. Wohl	Mar. 1, 1910	Dec. 1, 1912	1,000 00

KINGS COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COMMISSIONER OF RECORDS — (*continued*)				
COMPETITIVE CLASS — (*continued*)				
Clerk	Morton Rosenthal	July 12, 1909	Dec. 1, 1912	$1,000 00
Clerk	Allan W. Russell	Sept. 1, 1910	Dec. 1, 1912	1,000 00
Draftsman	Otto Nehring	Nov. 18, 1909	Nov. 18, 1909	1,200 00
Draftsman	George M. Sprague	June 8, 1904	Nov. 1, 1908	1,200 00
Tracer	August J. Uhl	Mar. 16, 1908	Mar. 1, 1909	1,100 00
Foreman bookbinder	Jeremiah T. Ryan	Jan. 11, 1909	Oct. 1, 1912	1,100 00
Bookbinder	David Harned	May 26, 1899	May 26, 1899	1,200 00
Bookbinder	John J. O'Brien	Sept. 5, 1899	Sept. 5, 1899	1,000 00
Bookbinder	Joseph H. Loesch	Aug. 8, 1899	Aug. 8, 1899	1,000 00
Custodian	James F. Mulcahy	Jan. 1, 1900	July 30, 1912	1,200 00
Custodian	Julius D. Winne	Sept. 5, 1899	Sept. 5, 1899	1,000 00
Custodian	William H. Wadsworth	April 2, 1900	April 2, 1900	1,000 00
Messenger	Owen A. Gaffney	Mar. 16, 1908	June 1, 1910	850 00
REGISTER				
UNCLASSIFIED SERVICE				
Register	Edward T. O'Loughlin	Jan. 1, 1912	Jan. 1, 1912	12,000 00
EXEMPT CLASS				
Counsel	Herman N. Hansen	Jan. 1, 1912	Jan. 1, 1912	3,500 00
Deputy register	Alfred T. Hobley	Jan. 1, 1912	Jan. 1, 1912	5,000 00
Assistant deputy register	Arthur Ekroth	Dec. 28, 1912	Dec. 28, 1912	2,500 00
Cashier, mortgage tax bureau	Frederick S. Schnacke	Jan. 1, 1912	Jan. 1, 1912	2,200 00
Secretary	David Hunter	Jan. 1, 1913	Jan. 1, 1913	1,500 00
COMPETITIVE CLASS				
Deputy, mortgage tax bureau	Philip T. Williams	Jan. 1, 1908	Jan. 1, 1908	3,500 00
Clerk, mortgage tax bureau	Arthur M. Milligan	Dec. 26, 1905	Oct. 1, 1912	1,500 00

Examiner of mortgages	William J. A. Rooney	Aug. 1, 1903	July 1, 1912	1,800 00
Expert clerk	William M. Winans	Jan. 1, 1900	July 1, 1908	3,500 00
Chief clerk	Louis Miller	Feb. 1, 1909	Aug. 1, 1909	2,500 00
Tickler clerk	Joseph Swan	Jan. 1, 1902	Jan. 1, 1902	2,500 00
First assistant tickler clerk	Elbert H. Hand	Oct. 5, 1903	June 1, 1906	1,500 00
Second assistant tickler clerk	John H. Thomas	Dec. 1, 1903	Nov. 1, 1906	1,200 00
Second assistant tickler clerk	Walter S. Tuley	July 16, 1906	Feb. 5, 1909	1,200 00
Chattel mortgage clerk	Clarence E. Hauser	Feb. 1, 1906	Feb. 1, 1906	1,500 00
Assistant chattel mortgage clerk	Michael Raphael	Mar. 1, 1906	Mar. 1, 1906	1,200 00
Chief block index clerk	Lewis L. Sanford	Jan. 1, 1908	Mar. 1, 1909	2,500 00
Chief clerk of records	Edwin Hammond	Jan. 1, 1906	Jan. 1, 1906	1,800 00
Delivery clerk	Charles F. Watkins	April 21, 1902	Nov. 1, 1906	1,200 00
General clerk and searcher	William E. Frank	Mar. 4, 1909	Sept. 28, 1909	1,200 00
Map and filing clerk	Edward T. Gittins	July 1, 1906	Feb. 1, 1909	1,200 00
Assistant cashier	James A. Gamble	Dec. 16, 1905	Feb. 1, 1909	1,200 00
Executive clerk	Felix G. Kernan	June 16, 1906	July 31, 1911	1,500 00
Chief current index clerk	William Russell	Jan. 1, 1900	April 16, 1909	1,800 00
Assistant index clerk	Henry A. Austin	Jan. 13, 1900	Jan. 13, 1900	1,500 00
Assistant index clerk	James C. Coleman	April 1, 1902	Mar. 10, 1907	1,500 00
Assistant index clerk	Walter B. Danforth	Mar. 11, 1903	July 12, 1909	1,500 00
Assistant index clerk	Joseph J. Jacobs	June —, 1900	June —, 1900	1,500 00
Assistant index clerk	Richard C. Lamb	Dec. 1, 1905	Jan. 25, 1910	1,500 00
Assistant index clerk	Henry O. Luchesi	Jan. 1, 1902	Jan. 1, 1902	1,500 00
Assistant index clerk	Patrick V. Hickey	Dec. 1, 1905	April 1, 1912	1,500 00
Abstract clerk	Lawrence J. Brothers	April 1, 1902	Feb. 1, 1905	1,500 00
Abstract clerk	John R. Smith	Jan. 13, 1900	Jan. 13, 1900	1,500 00
Abstract clerk	John C. McDermott	May 1, 1907	Oct. 1, 1912	1,500 00
Entry clerk	Albert Barrett	Jan. 1, 1906	Jan. 1, 1906	1,500 00
Satisfaction clerk	Andrew Conrad	Jan. 9, 1904	Jan. 9, 1904	1,500 00
Mailing clerk	Felix Letts	Jan 1, 1900	Jan. 1, 1900	1,500 00
Bookkeeper	William B. Vernam	Mar. 3, 1906	Mar. 3, 1906	1,500 00
Stenographer	Edith Egan	July 24, 1906	Jan. 4, 1910	1,500 00
Stenographer and clerk	Julia A. Brady	Jan. 1, 1900	Mar. 19, 1912	1,500 00
Stenographer and typewriter copyist	Helen L. Joyce	Sept. 11, 1911	Nov. 1, 1912	900 00
Clerk	Edward C. Burke	Jan. 23, 1905	June 1, 1906	1,200 00
Clerk	Stephen S. McCormack	April 19, 1904	April 1, 1907	1,200 00
Clerk	Adolph Lutz	July 24, 1899	July 12, 1909	1,200 00

KINGS COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	REGISTER — (*continued*)			
	COMPETITIVE CLASS — (*continued*)			
Clerk	Albert D. Ecke	July 1, 1902	June 6, 1907	$1,200 00
Clerk	Charles G. Du Flon	Aug. 15, 1899	July 1, 1906	1,200 00
Clerk	Joseph J. Devlin	Aug. 19, 1903	June 1, 1906	1,200 00
Clerk	John F. Carney	July 17, 1899	Jan. 17, 1906	1,200 00
Clerk	George S. Hulin	April 1, 1900	Sept. 28, 1909	1,200 00
Clerk	James A. Byrne	Aug. 16, 1906	Jan. 1, 1911	1,200 00
Comparer	Margaret Bowman	April 10, 1902	Dec. 1, 1905	1,500 00
Comparer	James W. Glenister	Jan. 13, 1900	Jan. 13, 1900	1,500 00
Comparer	James F. O'Donnell	April 1, 1902	Oct. 15, 1903	1,500 00
Comparer	William F. Wendt	April 3, 1902	Sept. 28, 1909	1,500 00
Comparer	Charles Bossert	May 17, 1900	July 1, 1909	1,500 00
Comparer	Daniel O. Gillespie	Mar. 3, 1903	July 1, 1909	1,500 00
Comparer	Edward J. McCarthy	Dec. 8, 1905	July 1, 1909	1,500 00
Copyist of mutilated records	George Bell	Jan. 1, 1900	Jan. 1, 1900	1,500 00
Copyist of mutilated records	Edward J. Cranley	April 2, 1900	May 29, 1902	1,500 00
Copyist of mutilated records	Paul S. Croley	April 30, 1902	Jan. 1, 1907	1,500 00
Copyist of mutilated records	George F. Foran	Feb. 5, 1900	Feb. 5, 1900	1,500 00
Copyist of mutilated records	Charles P. McCloskey	Aug. 1, 1906	Aug. 1, 1906	1,500 00
Copyist of mutilated records	Patrick O'K. McGauran	Aug. 16, 1907	Nov. 3, 1911	1,500 00
Copyist of mutilated records	Frank F. Holmes	Aug. 1, 1899	Jan. 1, 1912	1,500 00
Copyist of mutilated records	F. H. Mickleborough	Feb. 5, 1900	Feb. 5, 1900	1,500 00
Copyist of mutilated records	Jacob Morris	Aug. 16, 1906	April 1, 1907	1,500 00
Copyist of mutilated records	Joseph E. O'Connor	Jan. 7, 1907	Jan. 7, 1907	1,500 00
Copyist of mutilated records	Edmund Smith	May 14, 1900	Jan. 30, 1903	1,500 00
Copyist of mutilated records	Henry P. Wardle	June 7, 1900	Feb. 26, 1903	1,500 00
Copyist	Jeannette Asher	Sept. 10, 1906	Sept. 10, 1906	1,200 00
Copyist	John W. Bourke	Aug. 2, 1906	Aug. 2, 1906	1,200 00

Copyist	John A. Bulger	Aug. 3, 1906	Aug. 3, 1906	1,200 00
Copyist	Joseph H. Burdett	Aug. 2, 1906	Aug. 2, 1906	1,200 00
Copyist	James J. Campbell	May 16, 1902	May 16, 1902	1,200 00
Copyist	Sarah B. Carter	April 2, 1902	April 2, 1902	1,200 00
Copyist	Harry Coburn	July 1, 1902	July 1, 1902	1,200 00
Copyist	William H. Cogan	Aug. 20, 1906	Aug. 20, 1906	1,200 00
Copyist	Charles R. Cooke	Jan. 29, 1900	Jan. 16, 1907	1,200 00
Copyist	Alfred W. Field	Aug. 1, 1903	Aug. 1, 1903	1,200 00
Copyist	Mabel E. Gohlinghorst	Aug. 20, 1906	Aug. 20, 1906	1,200 00
Copyist	Daniel F. Graham	July 1, 1902	July 1, 1902	1,200 00
Copyist	Magdalene Harloe	July 3, 1906	July 3, 1906	1,200 00
Copyist	John A. Heyny	Mar. 5, 1908	Mar. 5, 1908	1,200 00
Copyist	George B. Houston	Nov. 26, 1906	Nov. 26, 1906	1,200 00
Copyist	Louis T. Huisking	April 2, 1902	April 2, 1902	1,200 00
Copyist	Winifred J. Hyland	Sept. 7, 1906	Sept. 7, 1906	1,200 00
Copyist	Dana E. Jenison	July 10, 1905	Dec. 1, 1906	1,200 00
Copyist	Charles I. Kauffer	July 31, 1906	July 31, 1906	1,200 00
Copyist	Edward B. Ladd	Aug. 16, 1906	Aug. 16, 1906	1,200 00
Copyist	Gustave Maag	Feb. 1, 1902	Feb. 1, 1902	1,200 00
Copyist	Florence B. Miller	July 23, 1906	July 23, 1906	1,200 00
Copyist	Alfred A. Mitchell	Aug. 16, 1906	Aug. 16, 1906	1,200 00
Copyist	Hugh A. McCloskey	June 11, 1906	June 11, 1906	1,200 00
Copyist	William G. Morgan	Dec. 23, 1905	Dec. 23, 1905	1,200 00
Copyist	Margaret E. Mylod	June 11, 1906	June 11, 1906	1,200 00
Copyist	Frank B. Potter	Jan. 29, 1900	Mar. 25, 1902	1,200 00
Copyist	Edward F. Price	Aug. 3, 1906	Jan. 1, 1911	1,200 00
Copyist	Harold O. Purvis	July 30, 1906	July 30, 1906	1,200 00
Copyist	Bailey Quick	May 1, 1902	May 1, 1902	1,200 00
Copyist	George C. Schnitzer	Aug. 16, 1906	Aug. 16, 1906	1,200 00
Copyist	Harry H. Shutte	July 18, 1906	July 18, 1906	1,200 00
Copyist	George F. Smith	Dec. 26, 1905	Dec. 1, 1906	1,200 00
Copyist	John H. Smith	Dec. 1, 1905	Dec. 1, 1905	1,200 00
Copyist	Percy T. Stapleton	May 22, 1911	Aug. 1, 1912	1,200 00
Copyist	Joseph L. Bien	June 5, 1906	June 5, 1906	5 cents per folio.
Copyist	Helen F. Boulton	July 26, 1906	July 26, 1906	5 cents per folio.
Copyist	George W. Breuker	Nov. 20, 1906	Nov. 20, 1906	5 cents per folio.
Copyist	Edna Corr	Sept. 17, 1906	Sept. 17, 1906	5 cents per folio.

KINGS COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	REGISTER — (*continued*)			
	COMPETITIVE CLASS — (*continued*)			
Copyist	Irene G. Cronin	April 29, 1911	April 29, 1911	5 cents per folio.
Copyist	Eugene J. Conway	Aug. 21, 1906	Aug. 21, 1906	5 cents per folio.
Copyist	Ella Donigan	Aug. 16, 1906	Aug. 16, 1906	5 cents per folio.
Copyist	John M. Gillan	Sept. 1, 1909	Aug. 1, 1912	5 cents per folio.
Copyist	Orrie P. Graham	Sept. 17, 1906	Sept. 17, 1906	5 cents per folio.
Copyist	Herman H. Heller	June 19, 1911	Dec. 9, 1911	5 cents per folio.
Copyist	Anton Hyde	July 23, 1906	July 23, 1906	5 cents per folio.
Copyist	Lawrence S. Kane	July 31, 1906	July 31, 1906	5 cents per folio.
Copyist	James A. Kelly	Aug. 6, 1906	Aug. 6, 1906	5 cents per folio.
Copyist	Marie M. King	Sept. 24, 1906	Sept. 24, 1906	5 cents per folio.
Copyist	Tillie E. Leyer	July 19, 1906	July 19, 1906	5 cents per folio.
Copyist	Annie R. Madden	Sept. 24, 1906	Sept. 24, 1906	5 cents per folio.
Copyist	Mamie L. McCloskey	Sept. 10, 1906	Sept. 10, 1906	5 cents per folio.
Copyist	Frances B. Mason	July 23, 1906	July 23, 1906	5 cents per folio.
Copyist	Mary C. Murray	Sept. 17, 1906	Sept. 17, 1906	5 cents per folio.
Copyist	Fannie Previn	Sept. 17, 1906	Sept. 17, 1906	5 cents per folio.
Copyist	Henry Rein	Feb. 15, 1907	April 16, 1910	5 cents per folio.
Copyist	Emma Rennie	Sept. 12, 1906	Sept. 12, 1906	5 cents per folio.
Copyist	Frederick A. Roeder	Feb. 18, 1908	Feb. 18, 1908	5 cents per folio.
Copyist	Herman J. Rose	May 22, 1911	Nov. 27, 1911	5 cents per folio.
Copyist	Abraham L. Salkin	May 22, 1911	Dec. 16, 1911	5 cents per folio.
Copyist	Estelle A. Smith	Sept. 10, 1906	Sept. 10, 1906	5 cents per folio.
Copyist	Jacob Spiegel	July 31, 1906	July 31, 1906	5 cents per folio.
Copyist	Fannie V. Sprague	June 11, 1906	June 11, 1906	5 cents per folio.
Copyist	Luella W. Stewart	July 30, 1906	July 30, 1906	5 cents per folio.
Copyist	Lena Straus	June 11, 1906	June 11, 1906	5 cents per folio.
Copyist	Louis Strauss	May 22, 1911	Nov. 27, 1911	5 cents per folio.

Copyist	Jacob Stutsky	Aug. 16, 1906	Aug. 16, 1906	5 cents per folio.
Copyist	Lillian Van Bussum	July 23, 1906	July 23, 1906	5 cents per folio.
Copyist	Winifred M. Wallace	Aug. 23, 1906	Aug. 23, 1906	5 cents per folio.
Copyist	Stella B. Weinstein	July 30, 1906	July 30, 1906	5 cents per folio.
Copyist	Florence L. Wilcox	Aug. 16, 1906	Aug. 16, 1906	5 cents per folio.
Telephone operator	Nona C. Hart	Feb. 5, 1908	Feb. 5, 1908	$900 00
Custodian	Joseph Daniels	Jan. 1, 1900	Jan. 1, 1900	1,000 00
Custodian	William T. O'Brien	June 16, 1907	Mar. 3, 1910	1,000 00
Custodian	Merton C. Proctor	Nov. 13, 1906	June 22, 1909	1,000 00
Custodian	William Ladd	Mar. 16, 1908	Jan. 1, 1911	1,000 00
Custodian	Hugh T. Farrell	Mar. 19, 1908	July 20, 1909	720 00
Custodian	Abraham Richman	Aug. 15, 1907	Aug. 15, 1907	720 00
Custodian	Joseph Kettle	Sept. 1, 1909	Sept. 1, 1909	720 00
Custodian	David E. Van Giesen	Aug. 15, 1907	Mar. 11, 1912	1,000 00
Messenger	Sylvester A. Kenny	Mar. 19, 1908	Mar. 19, 1908	800 00
Messenger	James J. Dooley	Mar. 16, 1908	Mar. 16, 1908	800 00
Messenger	Francis G. Casey	July 13, 1908	July 13, 1908	800 00

[SHERIFF

UNCLASSIFIED SERVICE

Sheriff	Charles B. Law	Jan. 1, 1912	Jan. 1, 1912	15,000 00

EXEMPT CLASS

Counsel	Jacob Brenner	Jan. 1, 1912	Jan. 1, 1912	5,000 00
Warden	Richard Wright	Jan. 1, 1912	Jan. 1, 1912	3,000 00
Secretary	James H. Ruggles	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Chief clerk	Bernard J. Reilly	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Assistant clerk	William H. Burgess	Jan. 1, 1912	Jan. 1, 1912	2,000 00
Equity clerk	Albert B. Waldron	Jan. 1, 1912	Jan. 1, 1912	2,000 00
Confidential stenographer	Margaret F. Daily	Jan. 1, 1912	Jan. 1, 1912	1,000 00

COMPETITIVE CLASS

Telephone operator	Margaret M. Thompson	Nov. 13, 1907	Nov. 13, 1907	750 00

KINGS COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	SHERIFF — (*continued*)			
	EMPLOYEES NOT SUBJECT TO EXAMINATION: (FLAHERTY VS. STATE CIVIL SERVICE COMMISSION)			
Under sheriff	Lewis M. Swasey	Jan. 1, 1912	Jan. 1, 1912	$6,000 00
Deputy sheriff	Antonio De Martini	Jan. 1, 1912	Jan. 1, 1912	2,200 00
Deputy sheriff	Arthur R. Seward	Jan. 1, 1912	Jan. 1, 1912	2,200 00
Deputy sheriff	William F. Haitz	Jan. 1, 1912	Jan. 1, 1912	2,200 00
Deputy sheriff	John Bulck, Jr	Jan. 1, 1912	Jan. 1, 1912	2,200 00
Deputy sheriff	Bernard Rothberg	Jan. 1, 1912	Jan. 1, 1912	2,200 00
Deputy sheriff	Henry Hamm	Jan. 1, 1912	Jan. 1, 1912	2,200 00
Deputy sheriff	William Perry	Jan. 1, 1912	Jan. 1, 1912	2,200 00
Deputy sheriff	Patrick H. Fleming	Jan. 1, 1912	Jan. 1, 1912	2,200 00
Assistant deputy sheriff	Max Michaels	Jan. 1, 1912	Jan. 1, 1912	1,000 00
Assistant deputy sheriff	James J. McKeon	Jan. 1, 1912	Jan. 1, 1912	1,000 00
Assistant deputy sheriff	Daniel J. Bradshaw	Jan. 1, 1912	Jan. 1, 1912	1,000 00
Assistant deputy sheriff	Hugo Herdt	Jan. 1, 1912	Jan. 1, 1912	1,000 00
Assistant deputy sheriff	Thomas J. Roper	Jan. 1, 1912	Jan. 1, 1912	1,000 00
Assistant deputy sheriff	Thomas E. Miller	Jan. 1, 1912	Jan. 1, 1912	1,000 00
Assistant deputy sheriff	William J. O'Brien	Jan. 1, 1912	Jan. 1, 1912	1,000 00
Assistant deputy sheriff	George E. Odell	April 18, 1912	April 18, 1912	1,000 00
Deputy warden	Charles H. Francisco	Jan. 1, 1912	Jan. 1, 1912	2,000 00
Matron of jail	Amelia J. Carney	Jan. 1, 1912	Jan. 1, 1912	1,000 00
Matron of jail	Margaret Bills	Jan. 1, 1913	Jan. 1, 1913	1,000 00
Jail keeper	Matthew N. Dougherty	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Jail keeper	John Schlessinger	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Jail keeper	Michael Pendergast	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Jail keeper	Joseph Schaefer	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Jail keeper	David Rosenburg	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Jail keeper	John S. Armstrong	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Jail keeper	Gaeturo Parisi	Jan. 1, 1912	Jan. 1, 1912	1,200 00

Jail keeper	William F. Abbott	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Assistant equity clerk	John Green	Jan. 1, 1912	Jan. 1, 1912	1,800 00
Bookkeeper	Matthew B. Yarrington	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Accountant	Horace A. Child	Oct. 21, 1912	Oct. 21, 1912	1,500 00

SURROGATE

Unclassified Service

Surrogate	Herbert T. Ketcham	Jan. 1, 1908	Jan. 1, 1908	10,000 00

Exempt Class

Clerk of the court	John H. McCooey	Aug. 1, 1911	Aug. 1, 1911	9,000 00
Transfer tax assistant	Joseph B. Moylan	Jan. 24, 1912	Jan. 24, 1912	4,000 00
Administration clerk	Daniel J. Griffin	Jan. 1, 1908	Jan. 1, 1908	3,500 00

Competitive Class

Probate clerk	John V. Cain	Jan. 16, 1905	Nov. 28, 1905	3,500 00
Accounting clerk	John F. Regan	Jan. 1, 1908	Jan. 1, 1908	4,000 00
Guardian accounting clerk	J. Frank Belford	May 26, 1903	May 26, 1903	2,700 00
Chief of records and interpreter	Peter Beilman	Nov. 30, 1889	Nov. 28, 1905	3,000 00
Law assistant	John H. Schmid	Jan. 5, 1905	April 2, 1912	3,000 00
Assistant probate clerk	John F. Kidd	Nov. 15, 1892	Nov. 28, 1905	2,700 00
Transfer tax clerk	Peter J. McEwen	Sept. 2, 1902	Sept. 2, 1902	2,000 00
Certificate and financial clerk	John R. McDonald	May 1, 1893	April 1, 1912	3,000 00
Index clerk	Henry J. Wall	Jan. 2, 1891	Jan. 2, 1891	2,200 00
Assistant administration clerk	Martin R. Kays	June 1, 1892	June 1, 1892	2,100 00
Calendar clerk	Eugene F. Bannigan	Jan. 1, 1904	Jan. 1, 1904	2,400 00
Assistant transfer tax clerk	Andrew R. Grady	April 1, 1908	April 1, 1908	1,500 00
Assistant accounting clerk	David S. Brower	Nov. 13, 1905	Mar. 20, 1911	1,500 00
Clerk	George B. Keenan	Dec. 30, 1899	Nov. 28, 1905	1,800 00
Clerk	Louis People	Dec. 30, 1899	Nov. 28, 1905	1,650 00
Clerk	Lewis W. Faubel	Nov. 13, 1905	Sept. 1, 1907	1,500 00
Assistant chief of records	Edward F. Duffy	April 25, 1892	Dec. 23, 1905	1,350 00
Chief recording clerk	Edward J. Gough	Jan. 5, 1907	Jan. 5, 1907	1,400 00
Recording clerk	Arthur W. Dainard	May 14, 1906	May 14, 1906	1,300 00
Recording clerk	Patrick H. Dalton	Jan. 24, 1904	July 26, 1909	1,300 00

KINGS COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	SURROGATE — (*continued*)			
	COMPETITIVE CLASS — (*continued*)			
Recording clerk	Patrick L. Dunne	Nov. 29, 1899	Nov. 29, 1899	$1,300 00
Recording clerk	Madge Miller	Nov. 10, 1904	Nov. 10, 1904	1,300 00
Recording clerk	Edith Tomes	Jan. 1, 1906	Jan. 1, 1906	1,300 00
Recording clerk	Morton Morris	July 6, 1899	Feb. 1, 1906	1,300 00
Recording clerk	Frederick Evans	April 23, 1906	April 23, 1906	1,300 00
Recording clerk	James S. Shields	Aug. 21, 1906	April 1, 1911	1,300 00
Recording clerk	Benjamin N. Dorman	Aug. 1, 1908	June 1, 1911	1,300 00
Recording clerk	Frederick Rummel	Jan. 1, 1900	Mar. 11, 1912	1,300 00
Clerk and stenographer to chief clerk	Ethel L. Frost	April 16, 1906	April 16, 1906	1,500 00
Stenographer	Mary L. Murphy	Feb. 15, 1898	Feb. 15, 1898	1,500 00
Stenographer	Edward B. Dickinson	May 1, 1891	May 1, 1891	3,000 00
Chief court officer	John J. Heffernan	Mar. 1, 1899	April 14, 1908	2,300 00
Court officer	Lorenzo O'Connor	Jan. 1, 1877	Dec. 23, 1905	1,800 00
Court officer	John J. Fitzpatrick	Nov. 29, 1899	June 8, 1905	1,800 00
Court officer	Peter Flanagan	Jan. 3, 1899	June 8, 1905	1,800 00
Court officer	Hugh Gallagher	Aug. 1, 1898	Aug. 1, 1898	1,800 00
Court officer	Hugh O'Brien	Oct. 1, 1890	Oct. 1, 1890	1,800 00
Comparer	Arthur C. J. Woods	May 1, 1906	June 1, 1911	1,200 00
Comparer	James F. Kavanagh	April 23, 1906	June 9, 1911	1,200 00
Copyist	Florence S. Reeve	Feb. 15, 1898	Feb. 15, 1898	1,200 00
Chief custodian	John B. Scholl	Nov. 1, 1904	Mar. 1, 1906	1,400 00
Custodian	Sidney Szerlip	April 23, 1906	April 23, 1906	1,350 00
Custodian	James E. Lennon	Sept. 1, 1904	Aug. 1, 1911	1,000 00
Messenger	Jeremiah Mahoney	Jan. 1, 1900	Mar. 18, 1912	1,200 00
Telephone operator	Emma L. Henning	Sept. 9, 1904	Jan. 1, 1909	900 00

LAW LIBRARY

COMPETITIVE CLASS

Librarian	Otto Wetzel	Nov. 1, 1899	Feb. 14, 1907	4,200 00
Assistant librarian	William B. Cook	Feb. 1, 1910	Feb. 1, 1910	2,500 00
Clerk	Daniel E. Cubberly	Nov. 1, 1899	Nov. 1, 1899	1,200 00
Assistant clerk	William G. Martin	Jan. 1, 1898	Jan. 1, 1898	900 00

PUBLIC ADMINISTRATOR

UNCLASSIFIED SERVICE

Public administrator	Frank V. Kelly	Dec. 15, 1911	Dec. 15, 1911	5,000 00

EXEMPT CLASS

Counsel	Edward J. Byrne	Dec. 15, 1911	Dec. 15, 1911	3,000 00
Chief clerk	Charles B. Smith, Jr	Dec. 15, 1911	Dec. 15, 1911	2,000 00

COMPETITIVE CLASS

Stenographer	Alice I. Fluhr	Jan. 1, 1912	Jan. 1, 1912	600 00
File clerk and bookkeeper	Ethel Pastre	Jan. 1, 1912	Jan. 1, 1912	420 00

MONROE COUNTY

BOARD OF SUPERVISORS

UNCLASSIFIED SERVICE

Clerk to board	B. N. Chamberlain	Jan. 1, 1909	Jan. 1, 1909	2,800 00
Deputy clerk	C. A. Smith	.....	.....	1,500 00
Messenger	Fred H. Hacker	Jan. 2, 1905	Jan. 2, 1905	600 00

EXEMPT CLASS

County attorney	George Y. Webster	Sept. 1, 1909	Sept. 1, 1909	3,000 00

COMPETITIVE CLASS

County sealer	W. A. Payne	Dec. 1, 1908	Dec. 1, 1908	2,400 00
Clerk	Fred Austin	Jan. 1, 1912	Jan. 1, 1912	900 00

MONROE COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
CORONERS				
UNCLASSIFIED SERVICE				
Coroner	Henry Kleindienst	Jan. 1, 1905	Jan. 1, 1905	$2,000 00
Coroner	Thomas A. Killip	Jan. 1, 1905	Jan. 1, 1905	2,000 00
COMPETITIVE CLASS				
Morgue attendant	R. A. Stone	June 19, 1905	June 19, 1905	900 00
Morgue attendant	Albert A. Abraham	Mar. 16, 1912	Mar. 16, 1912	900 00
Coroner's physician (city)	Thomas T. Mooney	Dec. 1, 1904	Dec. 1, 1904	500 00
Coroner's physician (city)	C. V. C. Comfort	Dec. 1, 1904	Dec. 1, 1904	500 00
Coroner's physician (town)	John L. Hazen	Jan. 1, 1906	Jan. 1, 1906	150 00
Coroner's physician (town)	B. R. White	Dec. 1, 1904	Dec. 1, 1904	150 00
COUNTY CLERK				
UNCLASSIFIED SERVICE				
County clerk	James L. Hotchkiss	Jan. 1, 1904	Jan. 1, 1904	4,000 00
EXEMPT CLASS				
Deputy clerk	C. H. Jameson	Jan. 1, 1889	Sept. 1, 1911	2,000 00
First assistant deputy clerk	Thomas F. Kearney	May —, 1905	Sept. 1, 1911	1,300 00
Second assistant deputy clerk	Julius J. Clark	Jan. 1, 1912	Jan. 1, 1912	1,200 00
COMPETITIVE CLASS				
Supreme court clerk	H. V. Woodward	Feb. —, 1892	Feb. —, 1892	1,500 00
County court clerk	J. H. Gilmore	July 30, 1894	July 30, 1894	1,500 00
Naturalization and assistant court clerk	M. C. Roberts	Mar. —, 1898	Feb. 1, 1908	1,500 00
Assistant supreme court clerk	E. H. Slocum	Feb. 12, 1895	Feb. 12, 1895	1,500 00
General indexer	W. I. Burritt	Sept. —, 1889	Sept. —, 1889	1,300 00

Special indexer	M. Louise Crennell	May —, 1898	Feb. 1, 1912	720 00
Special indexer	Agnes M. Birmingham	Dec. 19, 1900	Dec. 19, 1900	720 00
Assistant indexer	Caroline R. White	Jan. 1, 1904	Nov. 15, 1906	780 00
Clerk, mortgage tax bureau	H. H. Pyott	July 1, 1905	July 1, 1905	900 00
Chattel mortgage clerk	Martha M. Tait	Sept. 1, 1891	Sept. 1, 1891	840 00
Discharge mortgage clerk	Eugene T. Manning	Mar. 28, 1910	Mar. 28, 1910	840 00
Civil action clerk	Joseph Perkins	Nov. 1, 1904	Mar. 1, 1908	840 00
Court recorder	Alice M. Giddings	Jan. 1, 1889	Jan. 1, 1889	660 00
Comparer	Jane C. Parry	April —, 1903	July 1, 1912	720 00
Marriage license clerk	Frank B. Kane	Aug. 19, 1908	Jan. 13, 1912	720 00
Judgment clerk	H. M. Leader	July 1, 1907	July 15, 1908	840 00
Stenographer	Lena A. Betz	May —, 1891	May —, 1891	840 00
Superintendent of recorders	Jennie Oliver	Sept. 1, 1891	Mar. 1, 1912	900 00
Recording clerk	Hattie C. Van Ness	April —, 1894	April —, 1894	660 00
Recording clerk	Mary E. Rogers	April 2, 1894	April 2, 1894	660 00
Recording clerk	Margaret F. Kellerby	Sept. 15, 1905	Sept. 15, 1905	660 00
Recording clerk	Ida M. Salyerds	Jan. 1, 1904	Jan. 1, 1904	660 00
Recording clerk	M. I. Burlingame	Feb. 1, 1904	Jan. 1, 1907	660 00
Recording clerk	S. Corrinne Hill	Nov. 1, 1904	April 1, 1910	660 00
Recording clerk	Mary Rae	Mar. 1, 1904	Jan. 1, 1912	600 00
Recording clerk	Esmah C. Nicholson	May 4, 1910	Jan. 1, 1912	660 00
Recording clerk	Florence G. Merick	Jan. 1, 1912	Jan. 1, 1912	660 00
Typewriter copyist	Edna L. Fox	Feb. 1, 1912	Feb. 1, 1912	660 00
Searcher	A. Louise Sperry	Feb. 24, 1879	Feb. 24, 1879	Fees.
Searcher	Anna E. Kavanagh	Jan. —, 1872	Jan. —, 1872	Fees.
Abstracter and searcher	Louis J. Neun	Oct. 1, 1910	Oct. 1, 1910	Fees.
Abstracter and searcher	G. A. Kapell	June 21, 1910	June 21, 1910	Fees.
Abstracter and searcher	James K. Feeley	Feb. 6, 1911	Feb. 6, 1911	Fees.
Messenger	Jacob Rosenzweig	Jan. 24, 1910	Jan. 24, 1910	$600 00
Messenger	Joseph R. Lyons	April 1, 1912	April 1, 1912	600 00

COUNTY COURT

UNCLASSIFIED SERVICE

County judge	John B. M. Stephens	Jan. 1, 1904	Jan. 1, 1904	7,000 00
Special county judge	John A. Barhite	Jan. 1, 1910	Jan. 1, 1910	4,500 00

MONROE COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COUNTY COURT — (*continued*)				
EXEMPT CLASS				
Court stenographer	Richard H. Lansing	Jan. 1, 1878	Jan. 1, 1878	$2,500 00
Confidential clerk	Louis B. Freer	Feb. 14, 1910	Feb. 14, 1910	1,500 00
COMPETITIVE CLASS				
Assistant court stenographer	G. W. Munson	Jan. 1, 1898	Jan. 1, 1898	$10 per day.
Court crier	James Breeze	Feb. 14, 1898	Feb. 14, 1898	$1,200 00
Messenger	Morris Myers	April 1, 1912	April 1, 1912	540 00
COUNTY COURT HOUSE				
EXEMPT CLASS				
Superintendent	H. S. Redman	Dec. 1, 1896	Dec. 1, 1896	1,800 00
COMPETITIVE CLASS				
Electrician	B. A. Odell	May 1, 1898	May 1, 1898	1,200 00
Engineer	Fred Merkel	Dec. 1, 1896	Dec. 1, 1896	1,200 00
Assistant engineer	A. W. Fertig	Dec. 1, 1896	Dec. 1, 1896	960 00
Assistant engineer	Merton C. Hibbard	Jan. 1, 1910	Jan. 1, 1910	960 00
Watchman	E. L. Rockefeller	Dec. 1, 1896	Dec. 1, 1896	900 00
Carpenter and cabinet maker	Jacob Matthiessen	Jan. 1, 1902	Jan. 1, 1902	900 00
Fireman	Charles J. Carlson	Nov. 10, 1910	Nov. 10, 1910	900 00
Elevator conductor	J. Stott	Dec. 1, 1896	Dec. 1, 1896	780 00
Elevator conductor	A. L. Painter	June 1, 1904	June 1, 1904	780 00
Elevator conductor	John B. Forrest	Dec. 1, 1910	Dec. 1, 1910	780 00

DISTRICT ATTORNEY

UNCLASSIFIED SERVICE

District attorney	John W. Barrett	Jan. 1, 1911	Jan. 1, 1911	5,000 00

EXEMPT CLASS

First assistant district attorney	James Mann	Jan. 1, 1911	Jan. 1, 1911	2,800 00
Second assistant district attorney	William F. Love	Jan. 1, 1911	Jan. 1, 1911	2,400 00
Third assistant district attorney	J. Donald Shoecraft	Jan. 1, 1911	Jan. 1, 1911	2,200 00
First deputy assistant	Marsh N. Taylor	Jan. 1, 1911	Jan. 1, 1911	2,000 00
Second deputy assistant	Herbert B. Thomas	Jan. 1, 1911	Jan. 1, 1911	1,750 00
Stenographer to grand jury	E. Darwin Smith	Sept. 9, 1895	Sept. 9, 1895	1,500 00
Stenographer to grand jury	Katherine M. Brueck	April 5, 1906	April 5, 1906	840 00
Deputy sheriff	James E. Smith	Jan. 1, 1905	Jan. 1, 1905	1,020 00

COMPETITIVE CLASS

Stenographer	William J. Richter	Feb. 1, 1909	Feb. 1, 1909	1,500 00
Stenographer	Teresa A. Buckley	April 8, 1912	April 8, 1912	780 00
Messenger	Frank Schmidt	Jan. 1, 1911	Jan. 1, 1911	600 00

COUNTY ENGINEER

COMPETITIVE CLASS

County superintendent	J. Y. McClintock	May 1, 1903	May 3, 1909	3,000 00
Assistant civil engineer	George C. Wright	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Stenographer	Regina M. Maloy	April 18, 1911	April 18, 1911	660 00

COMMISSIONER OF JURORS

UNCLASSIFIED SERVICE

Commissioner of jurors	John M. Steele	Mar. 5, 1898	Mar. 5, 1898	4,000 00

COMPETITIVE CLASS

Messenger and interpreter	John Boller	April 12, 1898	April 12, 1898	840 00
Clerk	Leah I. Sawyer	Oct. 8, 1903	Oct. 8, 1903	840 00

MONROE COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
LIBRARY, APPELLATE DIVISION				
COMPETITIVE CLASS				
Librarian	Irwin Taylor	April 1, 1900	April 1, 1900	$3,000 00
Assistant librarian	Ida May Lewis	April 1, 1910	April 1, 1910	780 00
Library attendant	Mary H. Campbell	April 1, 1910	April 1, 1910	660 00
PENITENTIARY				
EXEMPT CLASS				
Superintendent	William H. Craig	Jan. 1, 1909	Jan. 1, 1909	3,000 00
Deputy	John J. Burns	April 1, 1895	April 1, 1895	1,100 00
Chaplain	William F. Frank	Jan. 1, 1910	Jan. 1, 1910	200 00
Chaplain	H. Clay Peeples	Oct. 1, 1901	Oct. 1, 1901	200 00
Overseer	Mrs. Nellie Craig	Jan. 1, 1909	Jan. 1, 1909	500 00
COMPETITIVE CLASS				
Physician	H. T. Williams	Jan. 7, 1889	Jan. 7, 1889	300 00
Clerk	Lee Cadien	May 1, 1912	July 15, 1912	1,100 00
Outside overseer	James H. Bray	Mar. 20, 1895	Mar. 20, 1895	800 00
Gateman	A. F. Vandenburgh	April 3, 1897	April 3, 1897	540 00
Keeper	Thomas M. Wildey	Mar. 18, 1907	Mar. 18, 1907	540 00
Keeper	Rhae G. Battams	Feb. 1, 1907	Feb. 1, 1907	540 00
Keeper	William J. McCann	May 9, 1910	May 9, 1910	540 00
Night watch	Robert E. Weller	July 1, 1910	July 1, 1910	540 00
Chief engineer	Walter Mercel	April 20, 1889	April 20, 1889	1,200 00
Engineer	John P. Abel	Jan. 1, 1905	Jan. 1, 1905	960 00
Engineer	John J. Smith	April 1, 1905	April 1, 1905	960 00
Assistant engineer	William G. Schindler	July 8, 1908	April 1, 1910	960 00

BOARD OF ELECTIONS

UNCLASSIFIED SERVICE

Commissioner	Henry T. McFarlin	Sept. 25, 1911	Sept. 25, 1911	2,000 00
Commissioner	H. A. Nichols	June 1, 1908	June 1, 1908	2,000 00

EXEMPT CLASS

Chief clerk	Frank L. Gummer	June 1, 1908	June 1, 1908	1,100 00
Clerk	George Lester	July 11, 1912	July 11, 1912	900 00

COMPETITIVE CLASS

Stenographer	Ruth B. Schillinger	Dec. 18, 1911	Dec. 18, 1911	660 00

PROBATION COMMISSION

COMPETITIVE CLASS

Probation officer	William A. Killip	Jan. 1, 1911	Jan. 1, 1911	1,320 00

SHERIFF

UNCLASSIFIED SERVICE

Sheriff	Harley E. Hamil	Jan. 1, 1912	Jan. 1, 1912	4,000 00

EXEMPT CLASS

Chaplain	H. W. Annis	Jan. 1, 1909	Jan. 1, 1909	150 00

EMPLOYEES NOT SUBJECT TO EXAMINATION: (FLAHERTY VS. STATE CIVIL SERVICE COMMISSION)

Under sheriff	Frank I. Hawley	Jan. 1, 1903	Jan. 1, 1908	1,400 00
Chief deputy	Herbert M. Abbott	Jan. 1, 1903	Jan. 1, 1908	1,200 00
Deputy	Homer C. Ely	Jan. 1, 1903	Jan. 1, 1903	1,200 00
Deputy	William H. Pollock	Jan. 1, 1903	Jan. 1, 1903	1,200 00
Deputy	Andrew Berg	Jan. 1, 1910	Jan. 1, 1910	1,200 00
Deputy and jailer	Joseph J. Legler	Mar. 20, 1907	Jan. 1, 1910	1,200 00
Deputy	Ralph Burton	Jan. 2, 1912	Jan. 2, 1912	1,200 00
Deputy	Frank Skuse	Jan. 2, 1912	Jan. 2, 1912	1,000 00
Deputy	Fred O. Viehmann	Mar. 1, 1912	Mar. 1, 1912	1,200 00
Deputy	Herbert J. Brockway	Dec. 1, 1912	Dec. 1, 1912	1,200 00

MONROE COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	SHERIFF — (*continued*)			
EMPLOYEES NOT SUBJECT TO EXAMINATION: (FLAHERTY VS. STATE CIVIL SERVICE COMMISSION) — (*continued*)				
Deputy and assistant jailer	Hiram Garnsey	Feb. 1, 1911	Feb. 1, 1911	$780 00
Watchman	William Same	Jan. 1, 1913	Jan. 1, 1913	780 00
Night watchman	John Ferrin	Jan. 2, 1912	Jan. 2, 1912	720 00
	COMPETITIVE CLASS			
Jail physician	Julius S. Berkman	Jan. 1, 1906	Jan. 1, 1906	225 00
Court attendant	E. C. Englehardt	Jan. 1, 1903	Jan. 1, 1903	1,020 00
Court attendant	Alfred Wood	Jan. 1, 1903	Jan. 1, 1903	1,020 00
Court attendant	John S. Stott, Jr.	Jan. 1, 1903	Jan. 1, 1903	1,020 00
Court attendant	Frank J. Goodwin	Jan. 1, 1903	Jan. 1, 1903	1,020 00
Court attendant	Bernard Helberg	Jan. 1, 1903	Jan. 1, 1903	1,020 00
Court attendant	Thomas E. Atkin	Oct. 1, 1903	Oct. 1, 1903	1,020 00
Court attendant	Thomas J. Lavin	Jan. 11, 1909	Jan. 11, 1909	1,020 00
Court attendant	John Cawthra	Jan. 1, 1903	Jan. 1, 1903	1,020 00
Court attendant	Emmett Van Camp	Jan. 1, 1903	Jan. 1, 1903	1,020 00
Court attendant	Frank G. Wagner	Jan. 1, 1903	Jan. 1, 1903	1,020 00
Court attendant	Thomas O. Grady	Jan. 1, 1903	Jan. 1, 1903	1,020 00
Court attendant	Alfred J. Masters	Jan. 1, 1903	Jan. 1, 1903	1,020 00
Court attendant	George F. Frank	Jan. 1, 1903	Jan. 1, 1903	1,020 00
Court attendant	Arie Roodenburg	Jan. 1, 1903	Jan. 1, 1903	1,020 00
Court attendant	Arthur S. Bostwick	April 10, 1906	April 10, 1906	1,020 00
Court attendant	George H. Truex	Nov. 1, 1906	Nov. 1, 1906	1,020 00
Court attendant	Lawrence W. Davis	Nov. 1, 1906	Nov. 1, 1906	1,020 00
Italian interpreter and attendant	Henry Mastradonata	April 10, 1906	April 10, 1906	1,020 00
Assistant engineer	Dewey D. Sharpe	Nov. 1, 1911	Nov. 1, 1911	960 00
Assistant engineer at jail	John Wilson	Nov. 24, 1905	Nov. 24, 1905	960 00

SUPERINTENDENT OF THE POOR

UNCLASSIFIED SERVICE

Superintendent	Thomas J. Bridges	Jan. 1, 1913	Jan. 1, 1913	2,000 00

EXEMPT CLASS

Deputy superintendent	J. B. McGonegal	April 1, 1882	April 1, 1882	1,320 00
Chaplain	O. N. Fletcher	—— —, 1900	—— —, 1900	200 00
Chaplain	William F. Frank	Jan. 1, 1910	Jan. 1, 1910	200 00
Matron	Cora Bridges	Jan. 1, 1913	Jan. 1, 1913	420 00
Warden	Robert Hayes	Mar. 1, 1898	Feb. 1, 1910	1,000 00

COMPETITIVE CLASS

Resident medical superintendent	L. J. Somers	Oct. 1, 1899	Jan. 1, 1910	1,200 00
City physician	E. H. Wolcott	Jan. 1, 1887	Jan. 1, 1887	200 00
City physician	Thomas A. O'Hare	Jan. 1, 1878	Jan. 1, 1878	200 00
City physician	Charles R. Barber	Jan. 1, 1894	Jan. 1, 1894	200 00
City physician	L. W. Howk	Jan. 1, 1893	Jan. 1, 1893	200 00
City physician	Miss L. H. Woodruff	Oct. 1, 1896	Oct. 1, 1896	200 00
House superintendent	Lucy Flansburg	Dec. 1, 1895	Jan. 1, 1910	660 00
Clerk and stenographer	Alice G. Paul	Aug. 16, 1909	Aug. 16, 1909	780 00
Druggist and assistant clerk	Florence B. Hamburg	Nov. 10, 1910	Nov. 10, 1910	540 00
Clerk and utility man	H. G. Osborne	May 5, 1909	May 5, 1909	720 00
Clerk and utility man	Robert J. Campbell	May 18, 1908	Jan. 1, 1910	720 00
Town physician	J. B. Cowles	Jan. 20, 1896	Jan. 20, 1896	100 00

SURROGATE

UNCLASSIFIED SERVICE

Surrogate	Seldon S. Brown	Jan. 1, 1906	Jan. 1, 1906	4,500 00

EXEMPT CLASS

Clerk of the court	Andrew Ludolf	Jan. 1, 1902	Jan. 1, 1902	2,000 00
Deputy clerk	Mary G. Fahy	Jan. 1, 1896	Dec. 2, 1907	1,200 00

MONROE COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	SURROGATE — (*continued*)			
	COMPETITIVE CLASS			
Stenographer	Fred W. Parkhurst	July 9, 1900	July 9, 1900	$1,800 00
Court attendant	Benjamin Franklin	July 1, 1905	Jan. 1, 1906	1,020 00
Transfer tax clerk	Tillie G. Murphy	June 1, 1896	June 1, 1896	750 00
Transfer tax clerk	Cordelia S. Monroe	Aug. —, 1887	Oct. 1, 1906	750 00
Clerk	Mary A. Northum	—— —, 1882	—— —, 1882	720 00
Clerk	May E. Allen	April 1, 1896	April 1, 1896	720 00
Clerk	Bertha Vick	Sept. 1, 1903	Sept. 1, 1903	720 00
Clerk	Luta B. Lettington	Feb. 1, 1898	Oct. 16, 1911	720 00
Stenographer and clerk	Clara M. Siener	Jan. 1, 1910	Jan. 1, 1910	720 00
	IOLA SANATORIUM			
	COMPETITIVE CLASS			
Superintendent	Montgomery E. Leary	Oct. 1, 1910	Oct. 1, 1910	2,000 00
Resident physician	H. J. Brayton	April 15, 1912	April 15, 1912	1,200 00
Storekeeper	Edward Baumann	May 3, 1912	May 3, 1912	1,200 00
Bookkeeper	Kathryn Driscoll	July 22, 1912	July 22, 1912	720 00
Nurse	Bessie De Lavergne	April 4, 1912	Nov. 1, 1912	600 00
Nurse	Ida Kaunz	Dec. 19, 1910	Dec. 19, 1910	420 00
Nurse	Dorothy Deuther	July 1, 1912	Nov. 1, 1912	420 00
Caretaker	James A. Smith	July 1, 1911	July 1, 1911	900 00
	TREASURER			
	UNCLASSIFIED SERVICE			
Treasurer	Charles J. Brown	Jan. 1, 1912	Jan. 1, 1912	4,500 00

	EXEMPT CLASS			
Deputy treasurer	Arthur H. Jameson	Feb. 25, 1893	Jan. 1, 1910	1,500 00
Cashier	John A. Niven	Oct. 1, 1894	Oct. 1, 1894	1,500 00
	COMPETITIVE CLASS			
Clerk	George S. Harmon	Dec. 28, 1894	Dec. 28, 1894	1,200 00
Clerk	Henry G. Good	Jan. 15, 1905	Jan. 15, 1905	1,140 00
Clerk	Fred B. McGuire	Feb. 1, 1910	Feb. 1, 1910	960 00
Clerk	Fred A. Austin	Jan. 1, 1912	Jan. 1, 1912	900 00
Delinquent tax clerk	Charles D. Evans	April 1, 1867	Jan. 25, 1909	960 00
	PURCHASING AGENT			
	UNCLASSIFIED SERVICE			
Purchasing agent	John F. Hunt	Jan. 1, 1912	Jan. 1, 1912	2,500 00
	COMPETITIVE CLASS			
Stenographer	Adelaide R. Heberling	June 20, 1912	June 20, 1912	900 00
	NASSAU COUNTY			
	COMPTROLLER			
	UNCLASSIFIED SERVICE			
Comptroller	John Lyon	Jan. 1, 1911	Jan. 1, 1911	3,500 00
	EXEMPT CLASS			
Confidential inspector	Robert A. Corrigan	Aug. 7, 1912	Aug. 7, 1912	1,800 00
	COMPETITIVE CLASS			
Stenographer	Minnie F. Aldridge	Jan. 12, 1911	Jan. 12, 1911	1,000 00
Bookkeeper and accountant	Morris Friedman	May 24, 1912	May 24, 1912	1,800 00
	BOARD OF ELECTIONS			
	UNCLASSIFIED SERVICE			
Commissioner	Lawrence E. Kirwin	July 26, 1911	July 26, 1911	1,200 00
Commissioner	Charles F. Lewis	July 26, 1911	July 26, 1911	1,200 00

NASSAU COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
BOARD OF ELECTIONS — (*continued*)				
EXEMPT CLASS				
Clerk	Monroe S. Wood	Aug. 28, 1911	Aug. 28, 1911	$900 00
COMMISSIONER OF JURORS				
UNCLASSIFIED SERVICE				
Commissioner	James P. Brown	July 29, 1911	July 29, 1911	1,200 00
EXEMPT CLASS				
Assistant commissioner	Walter B. White	July 1, 1912	July 1, 1912	1,100 00
COUNTY CLERK				
UNCLASSIFIED SERVICE				
County clerk and registrar	Thomas S. Cheshire	Feb. 1, 1909	Feb. 1, 1909	.....
EXEMPT CLASS				
Deputy	Warren C. Seaman	Nov. 1, 1906	Feb. 1, 1909	1,650 00
COMPETITIVE CLASS				
Special deputy clerk	Samuel C. Ransom	Jan. 1, 1899	Nov. 1, 1910	2,400 00
Clerk	George W. Weeks	Mar. 1, 1899	Mar. 1, 1899	1,350 00
Clerk	Gilson H. Raynor	Feb. 1, 1907	Feb. 1, 1907	1,350 00
Clerk	Charles E. Curtis	Aug. 1, 1907	Aug. 1, 1907	1,350 00
Clerk	W. Russell Vandervoort	Oct. 1, 1906	Oct. 1, 1906	1,350 00
Clerk	Wilbur J. Kaylor	Sept. 1, 1907	Sept. 1, 1907	1,200 00
Clerk	Geo. D. Clarke	April 1, 1910	Jan. 1, 1911	1,200 00
Clerk	Sara A. Holman	April 11, 1906	April 11, 1906	1,000 00

Clerk	Francis C. Morse	Oct. 23, 1911	Oct. 23, 1911	1,000 00
Copyist	W. Bruce Thurston	July 1, 1901	July 1, 1901	4 cents per folio.
Copyist	Jesse F. Bedell	Aug. 1, 1904	Aug. 1, 1904	4 cents per folio.
Copyist	Daniel E. Sealey	Dec. 1, 1904	Dec. 1, 1904	4 cents per folio.
Copyist	Ethel E. Starr	July 1, 1906	July 1, 1906	4 cents per folio.
Copyist	Charles A. P. Smith	Sept. 4, 1907	Sept. 4, 1907	4 cents per folio.
Copyist	Hilbert R. Johnson	Aug. 8, 1910	Aug. 8, 1910	4 cents per folio.
Copyist	William L. Wisner	Aug. 15, 1910	Aug. 15, 1910	4 cents per folio.

COUNTY JUDGE

Unclassified Service

County judge	James B. Niemann	Jan. 1, 1911	Jan. 1, 1911	.....

Exempt Class

Clerk	Frank G. Schwab	Jan. 1, 1911	Jan. 1, 1911	$1,800 00
Court crier	Maximilian F. Becker	Jan. 1, 1911	Jan. 1, 1911	1,300 00

SURROGATE

Unclassified Service

Surrogate	John J. Graham	Jan. 1, 1911	Jan. 1, 1911	.....

Exempt Class

Clerk of the court	Samuel T. Wright	Nov. 25, 1907	Nov. 25, 1907	1,800 00

Competitive Class

Transfer tax clerk	Richard Downing, Jr.	Jan. 22, 1912	Jan. 22, 1912	1,200 00
Clerk	William H. E. Jay, Jr.	May 10, 1910	May 10, 1910	1,200 00
Copyist	Margaret B. Wheeler	May 25, 1908	May 25, 1908	5 cents per folio.

DISTRICT ATTORNEY

Unclassified Service

District attorney	Charles N. Wysong	Jan. 1, 1911	Jan. 1, 1911	.....

NASSAU COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
DISTRICT ATTORNEY — (*continued*)				
EXEMPT CLASS				
Assistant to the district attorney	Charles T. McCarthy	Jan. 3, 1912	Jan. 3, 1912	$2,000 00
Stenographer	Donald A. Fraser	Jan. 2, 1908	Jan. 2, 1908	2,000 00
County detective	Simon Prendergast	Oct. 15, 1912	Oct. 15, 1912	1,200 00
COMPETITIVE CLASS				
Process server	Willis F. Seaman	Sept. 28, 1908	Sept. 28, 1908	$30 per week.
Process server	Otto G. Payne	June 14, 1909	June 14, 1909	30 per week.
Process server	Daniel W. Smith	May 16, 1910	May 16, 1910	30 per week.
Process server	Bernard Murray	May 8, 1911	May 8, 1911	30 per week.
Process server	Theodore McGee	May 8, 1911	May 8, 1911	30 per week.
SHERIFF				
UNCLASSIFIED SERVICE				
Sheriff	Charles T. De Mott	Jan. 1, 1911	Jan. 1, 1911	.....
COMPETITIVE CLASS				
Chief clerk	Arthur W. Edgar	Oct. 1, 1903	Oct. 1, 1903	$1,500 00
Cook	Arthur Benton	Jan. 1, 1907	Jan. 1, 1907	700 00
EMPLOYEES NOT SUBJECT TO EXAMINATION: (FLAHERTY VS. STATE CIVIL SERVICE COMMISSION)				
Under sheriff	William M. Jaeger	Jan. 6, 1911	Jan. 6, 1911	1,800 00
Matron	Amenia De Mott	Jan. 1, 1911	Jan. 1, 1911	600 00
Warden	Winfield S. Box	Mar. 1, 1911	Mar. 1, 1911	1,080 00
Under warden	Allen S. Brower	April 1, 1911	April 1, 1911	1,000 00
Jailer	John Conrad	May 1, 1911	May 1, 1911	900 00
Jailer	William Clifford	Aug. 1, 1912	Aug. 1, 1912	900 00

Jailer	Miles Rhodes	Aug. 1, 1912	Aug. 1, 1912	900 00
Jailer	Richard Miller	Jan. 1, 1913	Jan. 1, 1913	840 00
Jailer	Anson Hicks	Jan. 1, 1913	Jan. 1, 1913	840 00

BOARD OF SUPERVISORS

UNCLASSIFIED SERVICE

Clerk to board	George M. Goodale	April 11, 1911	April 11, 1911	1,800 00
Stenographer	Georgia C. Burrowes	May 10, 1901	May 10, 1901	1,400 00

EXEMPT CLASS

County attorney	Frederick N. Watriss	Oct. 14, 1912	Oct. 14, 1912	3,000 00

COMPETITIVE CLASS

Superintendent of highways	William H. Bowne	Jan. 25, 1909	June 10, 1911	1,800 00
Sealer of weights and measures	Frank A. Wood	Aug. 15, 1910	Aug. 15, 1910	1,000 00
Librarian	Sylvester D. Tuthill	Dec. 3, 1907	Dec. 3, 1907	900 00
Janitor	B. Burt Titus	April 12, 1904	April 12, 1904	840 00
Janitor	William Breen	April 22, 1907	April 22, 1907	840 00
Bridge keeper	Harry Hults	April 29, 1907	April 29, 1907	600 00
Bridge keeper	James Magee	April 29, 1907	April 29, 1907	600 00
Bridge keeper	George H. Brockett	May 1, 1910	May 1, 1910	600 00
Bridge keeper	Selden Pearsall	April 15, 1909	April 15, 1909	600 00
Bridge keeper	Isaac Ellison	May 15, 1911	May 15, 1911	600 00
Engineer	George S. Smith	April 22, 1907	April 22, 1907	1,140 00
Engineer	Robert Smith	Aug. 23, 1906	Aug. 23, 1906	960 00
Engineer	Ellsworth Lengdon	Jan. 21, 1907	Jan. 21, 1907	960 00
Night watchman	William E. Seaman	April 12, 1904	April 12, 1904	720 00
Fireman	Thomas McGuire	April 22, 1904	April 22, 1904	840 00

SUPERINTENDENT OF THE POOR

UNCLASSIFIED SERVICE

Superintendent	William F. Britt	Jan. 1, 1911	Jan. 1, 1911	.....

EXEMPT CLASS

Confidential clerk	Adline Britt	June 1, 1911	June 1, 1911	700 00

NASSAU COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
TREASURER				
UNCLASSIFIED SERVICE				
Treasurer	Daniel J. Hegeman	Jan. 1, 1911	Jan. 1, 1911	.....
EXEMPT CLASS				
Chief clerk	Frederick E. Montfort	Jan. 1, 1911	Jan. 1, 1911	$1,800 00
COMPETITIVE CLASS				
Clerk	L. C. Underhill	Jan. —, 1902	Jan. —, 1902	1,200 00
Clerk	George W. Van Sicklen	Sept. 1, 1908	Sept. 1, 1908	1,200 00
Clerk	William H. Snow	May 1, 1909	May 1, 1909	1,200 00
Clerk	Frank Hanneman	May 1, 1909	May 1, 1909	1,200 00
Clerk	Olaf M. Magnussen	Oct. 15, 1910	Oct. 15, 1910	1,200 00
Bookkeeper	Ernest G. Cooley	Oct. 15, 1910	Dec. 30, 1911	1,500 00
NEW YORK COUNTY				
COMMISSIONER OF JURORS				
UNCLASSIFIED SERVICE				
Commissioner	Thomas Allison	April 17, 1902	April 17, 1902	6,000 00
EXEMPT CLASS				
Assistant commissioner	Frederick P. Simpson	Mar. 1, 1898	Mar. 1, 1898	3,000 00
Assistant commissioner	Vacancy	.....	.....	.....
Secretary	Frederick O'Byrne	Feb. 12, 1883	Feb. 12, 1883	3,000 00

COMPETITIVE CLASS

Enrollment clerk	John T. Carmody	Mar. 7, 1895	Mar. 7, 1895	1,500 00
Clerk and typewriter	Charles H. Lindroth	Feb. 1, 1907	Jan. 1, 1910	1,800 00
Clerk	George B. Loud	Sept. 1, 1895	Sept. 1, 1895	1,500 00
Clerk	Alfred S. Bugbee	Feb. 1, 1897	Feb. 1, 1897	1,500 00
Clerk	Maxwell G. Neuhauser	Feb. 1, 1907	Feb. 1, 1907	1,400 00
Clerk	Matthew M. Blake	Mar. 15, 1907	April 1, 1908	1,400 00
Clerk	Frederick H. Cahoon	April 1, 1908	April 1, 1908	1,400 00
Clerk	Michael Maharin	Aug. 3, 1892	Aug. 3, 1892	1,400 00
Clerk	William J. Myers	April 16, 1906	Jan. 18, 1910	1,400 00
Clerk	Sidney Livingston	Jan. 3, 1900	Jan. 9, 1911	1,400 00
Clerk	Daniel F. Crowley	Jan. 12, 1890	Jan. 12, 1890	1,200 00
Clerk	Thomas Crowley	June 1, 1891	June 1, 1891	1,200 00
Clerk	John J. Haughton	Jan. 1, 1895	Jan. 1, 1895	1,200 00
Clerk	James Mallon	Mar. 8, 1895	Mar. 8, 1895	1,200 00
Clerk	James Denholm	Mar. 8, 1895	Mar. 8, 1895	1,200 00
Clerk	Harry A. McNeill	Feb. 11, 1908	April 19, 1909	1,200 00
Clerk	Daniel Sullivan	July 3, 1889	July 3, 1889	1,200 00
Clerk	Harry J. Callahan	Oct. 15, 1907	Jan. 9, 1911	1,200 00
Jury notice server	Samuel L. Feiner	July 13, 1900	July 13, 1900	1,200 00
Jury notice server	John M. Harding	Feb. 4, 1902	Feb. 4, 1902	1,200 00
Jury notice server	Daniel A. McVine	Feb. 4, 1902	Feb. 4, 1902	1,200 00
Messenger	John B. Brennan	Jan. 2, 1902	Feb. 1, 1910	1,200 00
Messenger	Joseph A. Maher	Feb. 27, 1900	April 1, 1908	1,200 00
Messenger	Frederick V. Sottong	April 1, 1908	April 1, 1908	1,200 00
Messenger	James J. Fetherston	July 19, 1907	Oct. 20, 1910	1,200 00
Messenger	Frederick C. Thompson	Oct. 15, 1907	Jan. 9, 1911	1,200 00
Messenger	John J. Hassett	Jan. 1, 1898	April 20, 1911	1,200 00
Messenger	Albert S. Meyer	Mar. 5, 1908	Nov. 1, 1912	1,200 00

COUNTY CLERK

UNCLASSIFIED SERVICE

County clerk	William F. Schneider	Jan. 1, 1910	Jan. 1, 1910	15,000 00

EXEMPT CLASS

Deputy county clerk	Charles E. Gehring	Jan. 1, 1910	Jan. 1, 1910	6,000 00
Second deputy county clerk	William B. Selden	Jan. 1, 1910	Jan. 1, 1910	4,000 00

NEW YORK COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COUNTY CLERK — (*continued*)				
EXEMPT CLASS — (*continued*)				
Third deputy county clerk	Louis N. Adler	May 1, 1912	May 1, 1912	$1,300 00
Secretary and confidential clerk	William F. Schneider, Jr.	Jan. 1, 1913	Jan. 1, 1913	3,000 00
Cashier	John A. Wrede	Jan. 1, 1910	Jan. 1, 1910	2,600 00
Assistant cashier	George H. Bell	July 1, 1911	Jan. 1, 1912	1,600 00
Confidential stenographer	Minnie C. Beyer	May 1, 1912	May 1, 1912	900 00
Superintendent of indexing and recording	Herman W. Beyer	Sept. 1, 1911	Sept. 1, 1911	3,500 00
COMPETITIVE CLASS				
Assistant law and judgment roll docket clerk	Edward J. Atkinson	Jan. 1, 1886	Feb. 21, 1902	2,500 00
Clerk, common pleas and superior court records	David Roche	Jan. 3, 1898	Jan. 3, 1898	2,500 00
Clerk, common pleas and superior court records	John H. Conway	Feb. 7, 1889	July 13, 1912	2,500 00
Assistant superintendent of indexing and recording	Edward J. Horn	June 17, 1889	Sept. 20, 1911	2,500 00
Searcher	Matthew P. Halpin	April 1, 1902	May 10, 1904	2,400 00
Searcher	P. M. Friedman	May 1, 1910	Sept. 15, 1911	1,500 00
Searcher	T. F. Haggblom	Oct. 1, 1908	Sept. 15, 1911	1,500 00
Searcher	Edward H. McDermott	May 16, 1910	Sept. 15, 1911	1,500 00
Notarial clerk	Samuel Weinrib	Dec. 1, 1911	Dec. 1, 1911	1,500 00
Notarial clerk	Albert E. Walker	June 15, 1912	June 15, 1912	1,500 00
Bookbinder	John F. Morris	Oct. 23, 1889	Oct. 23, 1889	1,200 00
Bookbinder	Frank L. Gilon	Oct. 14, 1905	Oct. 14, 1905	1,200 00
Bookbinder	Edward Baragiola	Sept. 15, 1911	Sept. 15, 1911	1,200 00
General clerk	Charles E. Lewis	Mar. 13, 1903	Sept. 20, 1911	2,400 00
General clerk	Michael Gassman	April 1, 1902	Aug. 1, 1912	2,400 00
General clerk	Michael J. Deery	Jan. 1, 1886	Jan. 1, 1886	2,100 00
General clerk	Joseph E. Moss	May 1, 1886	Dec. 1, 1905	2,100 00
General clerk	Philip B. Benjamin	June 17, 1892	Jan. 1, 1904	2,100 00
General clerk	Nicholas J. Eberhard	June 1, 1894	Nov. 1, 1912	2,000 00

General clerk	Eugene A. Wise	May 15, 1908	Nov. 1, 1912	2,000 00
General clerk	Henry W. Schneider	Nov. 14, 1898	Feb. 1, 1909	1,500 00
General clerk	Charles B. O'Neill	July 1, 1898	Dec. 1, 1905	1,500 00
General clerk	Thomas J. McNeice	Feb. 6, 1899	Dec. 1, 1905	1,500 00
General clerk	Frank J. Gunner	May 10, 1904	May 1, 1910	1,500 00
General clerk	Daniel A. Bostwick, Jr.	Jan. 12, 1898	Feb. 1, 1908	1,500 00
General clerk	Thomas R. Fanning	April 1, 1898	April 1, 1898	1,500 00
General clerk	John F. Gerbach	Dec. 1, 1898	Feb. 1, 1909	1,500 00
General clerk	Caesar Loforte	May 16, 1896	Feb. 1, 1909	1,500 00
General clerk	Charles F. Engel	Feb. 10, 1900	Nov. 1, 1906	1,500 00
General clerk	William H. Driscoll	Jan. 3, 1896	Dec. 1, 1905	1,500 00
General clerk	Frederick C. Klinker	April 3, 1893	Nov. 1, 1906	1,500 00
General clerk	Nicholas F. Pugh	Dec. 29, 1909	Mar. 15, 1911	1,500 00
General clerk	Joseph E. Finn	Mar. 28, 1905	Jan. 15, 1912	1,500 00
General clerk	Clarence J. Irving	Dec. 15, 1898	Nov. 1, 1912	1,500 00
General clerk	Edward J. H. Rogers	Jan. 19, 1906	Nov. 1, 1912	1,500 00
General clerk	William F. Schober	Feb. 1, 1906	Nov. 1, 1912	1,500 00
General clerk	S. J. Brosman	Oct. 6, 1903	Nov. 12, 1912	1,400 00
General clerk	John J. Buckley	Sept. 23, 1890	June 1, 1906	1,200 00
General clerk	James F. Martin	Feb. 1, 1911	Dec. 1, 1911	1,200 00
General clerk	James T. Coughlin, Jr.	Sept. 20, 1911	Sept. 20, 1911	1,200 00
General clerk	Abraham Karp	Sept. 20, 1911	July 18, 1912	1,200 00
General clerk	James F. D. Wilson	Sept. 20, 1911	Sept. 20, 1911	1,000 00
General clerk	Joseph G. Haiken	Mar. 18, 1912	Nov. 1, 1912	1,000 00
General clerk	James A. Tyrrell	Sept. 20, 1911	Mar. 16, 1912	1,000 00
General clerk	Luke J. LeRolle	May 6, 1911	Oct. 16, 1911	1,500 00
Docket clerk	Henry Metzler	Jan. 3, 1898	Jan. 1, 1911	1,500 00
Docket clerk	Samuel G. Litwin	May 1, 1910	Sept. 15, 1911	1,500 00
Docket clerk	Daniel A. Malloy	Feb. 6, 1911	Dec. 1, 1911	1,500 00
Docket clerk	Harry Slone	Oct. 7, 1908	Dec. 1, 1911	1,500 00
Docket clerk	Nathaniel W. Billig	Oct. 1, 1908	Sept. 25, 1911	1,500 00
Docket comparing clerk	Samuel Fishman	Oct. 7, 1908	Sept. 25, 1911	1,500 00
Docket comparing clerk	Frank E. Mullen	Jan. 10, 1911	Nov. 12, 1912	1,300 00
Mechanics' lien clerk	Albert N. Butler	Sept. 1, 1912	Sept. 1, 1912	1,000 00
Clerk with knowledge of typewriting	Joseph Taylor	Sept. 1, 1912	Sept. 1, 1912	1,000 00
Clerk with knowledge of typewriting	Ira I. Newmark	Dec. 2, 1912	Dec. 2, 1912	1,000 00
Clerk with knowledge of typewriting	Gustavus E. Hart	Sept. 1, 1912	Sept. 1, 1912	1,000 00

NEW YORK COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COUNTY CLERK — (*continued*)				
COMPETITIVE CLASS — (*continued*)				
Docket comparing clerk	Eugene B. Schwartz	Dec. 1, 1911	June 1, 1912	$1,500 00
Certificate clerk	Abraham L. Maynes	May 10, 1904	May 1, 1910	2,000 00
Assistant certificate clerk	Edward A. Von Sothern	Aug. 1, 1910	Jan. 1, 1912	1,500 00
Assistant equity clerk	Henry M. Jennings	Mar. 1, 1886	Nov. 12, 1912	1,800 00
Comparing clerk	Louis D. Meyer	Feb. 14, 1911	Jan. 1, 1912	1,500 00
Index clerk	Joseph J. Williams	May 10, 1904	May 10, 1904	1,500 00
Index clerk	Franklin B. Miller	May 10, 1904	May 10, 1904	1,500 00
Index clerk	James A. Fogarty	Jan. 1, 1887	May 1, 1903	1,500 00
Index clerk	Patrick J. McMahon	May 1, 1910	Nov. 12, 1912	1,500 00
Index clerk	John Kelleher	Sept. 20, 1911	Sept. 20, 1911	1,200 00
Index clerk	Samuel H. Abraham	Dec. 11, 1911	Dec. 11, 1911	1,000 00
Index clerk	Maurice W. Jonas	Oct. 1, 1911	Oct. 1, 1911	1,000 00
Index clerk	William F. Malone	Dec. 11, 1911	Dec. 11, 1911	1,000 00
Index clerk	Morris H. Panger	Dec. 11, 1911	Dec. 11, 1911	1,000 00
Index clerk	Nathan Permut	Sept. 20, 1911	Sept. 20, 1911	1,000 00
Index clerk	Benjamin D. Rose	Sept. 20, 1911	Sept. 20, 1911	1,000 00
Index clerk	Charles Schwartz	Sept. 20, 1911	Sept. 20, 1911	1,000 00
Index clerk	Richard L. Cunningham	Mar. 18, 1912	Mar. 18, 1912	1,000 00
Index clerk	Samuel H. Hecker	Mar. 16, 1912	Mar. 16, 1912	1,000 00
Index clerk	George Hibner	Mar. 18, 1912	Mar. 18, 1912	1,000 00
Index clerk	John E. Quinn	Mar. 18, 1912	Nov. 1, 1912	1,000 00
Index clerk	John Rosenfeld	April 15, 1912	April 15, 1912	1,000 00
Recording clerk	John A. Monahan	Oct. 7, 1908	Jan. 1, 1913	1,500 00
Recording clerk	William J. Martin	Jan. 16, 1888	Jan. 16, 1888	1,500 00
Recording clerk	Daniel O'Connell	Feb. 16, 1898	Feb. 16, 1898	1,500 00
Recording clerk	Edward T. Dalton	Mar. 23, 1900	Mar. 23, 1900	1,200 00
Recording clerk	James P. Lysaght	Feb. 17, 1898	Feb. 17, 1898	1,200 00

Recording clerk	Thomas Henry	Jan. 18, 1899	Jan. 18, 1899	1,200 00
Recording clerk	William J. Gottlieb	Dec. 29, 1910	Sept. 15, 1911	1,200 00
Recording clerk	Frank Knezek	Feb. 14, 1911	Sept. 15, 1911	1,200 00
Recording clerk	Isidor Weintraub	May 5, 1910	Dec. 1, 1911	1,200 00
Recording clerk	Albert M. Goldstein	May 15, 1905	Jan. 1, 1912	1,200 00
Recording clerk	James B. Browne	Sept. 20, 1911	June 10, 1912	1,200 00
Recording clerk	Benjamin Harris	May 5, 1910	Jan. 15, 1912	1,200 00
Recording clerk	Harry H. Wolf	Sept. 20, 1911	Nov. 12, 1912	1,200 00
Recording clerk	Gerald Morrell	Sept. 20, 1911	Jan. 15, 1912	1,200 00
Custodian and copying clerk	Peter J. Heinlein	Feb. 6, 1889	Feb. 6, 1889	1,200 00
Custodian	Louis G. Hassett	Mar. 1, 1898	Dec. 1, 1906	1,200 00
Custodian	John W. Mott	Oct. 12, 1887	Dec. 1, 1906	1,200 00
Custodian	John B. McAvey	Dec. 11, 1911	Nov. 1, 1912	1,200 00
Custodian	Norman Andruss	Jan. 2, 1889	Dec. 10, 1912	1,200 00
Messenger	Daniel G. Terry	Jan. 4, 1898	Oct. 23, 1910	750 00
Messenger	Herman M. Frank	Nov. 6, 1912	Nov. 6, 1912	750 00
Messenger	Benjamin Miller	April 3, 1912	April 3, 1912	750 00
Messenger	Mark Stevens	Nov. 11, 1912	Nov. 11, 1912	750 00
Telephone operator	George H. Reich	Aug. 25, 1912	Aug. 25, 1912	720 00

DISTRICT ATTORNEY

UNCLASSIFIED SERVICE

District attorney	Charles S. Whitman	Jan. 1, 1910	Jan. 1, 1910	15,000 00

EXEMPT CLASS

Assistant district attorney	Frank Moss	Jan. 1, 1910	Jan. 1, 1910	7,500 00
Assistant district attorney	Charles F. Bostwick	Jan. 1, 1910	Jan. 1, 1910	7,500 00
Assistant district attorney	William A. DeFord	Jan. 1, 1910	Jan. 1, 1910	7,500 00
Assistant district attorney	Charles C. Nott, Jr.	Jan. 1, 1910	Jan. 1, 1910	7,500 00
Assistant district attorney	Robert C. Taylor	Jan. 1, 1910	Jan. 1, 1910	7,500 00
Assistant district attorney	Charles A. Perkins	Jan. 1, 1910	Jan. 1, 1910	7,500 00
Assistant district attorney	Isidor Wasservogel	Jan. 1, 1910	Jan. 1, 1910	7,500 00
Assistant district attorney	Robert S. Johnstone	Jan. 1, 1910	July 1, 1911	7,500 00
Assistant district attorney	T. Channon Press	Jan. 1, 1910	Sept. 1, 1911	7,500 00
Assistant district attorney	W. H. A. Edwards	May 16, 1910	Sept. 1, 1911	7,500 00
Assistant district attorney	James A. Delehanty	Feb. 2, 1910	Sept. 1, 1911	7,500 00

NEW YORK COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	DISTRICT ATTORNEY — (*continued*)			
	EXEMPT CLASS — (*continued*)			
Assistant district attorney	John K. Clark	Jan. 1, 1910	Sept. 1, 1911	$7,500 00
Assistant district attorney	Robert E. Manley	Jan. 1, 1910	Feb. 1, 1912	7,500 00
Assistant district attorney	James O'Malley	Jan. 1, 1910	Dec. 2, 1912	7,500 00
Deputy assistant district attorney	James B. Reynolds	Jan. 1, 1910	Jan. 1, 1910	5,000 00
Deputy assistant district attorney	J. Robert Rubin	Jan. 1, 1910	Jan. 1, 1910	5,000 00
Deputy assistant district attorney	James E. Smith	June 14, 1910	June 14, 1910	4,500 00
Deputy assistant district attorney	Robert C. McCormick	Jan. 1, 1910	Jan. 1, 1910	4,000 00
Deputy assistant district attorney	George A. Lavelle	May 16, 1910	May 16, 1910	4,000 00
Deputy assistant district attorney	Leopold Leo	April 14, 1910	April 14, 1910	4,000 00
Deputy assistant district attorney	George N. Brothers	Dec. 16, 1910	Dec. 16, 1910	4,000 00
Deputy assistant district attorney	Millard H. Ellison	Jan. 1, 1910	Jan. 1, 1910	4,000 00
Deputy assistant district attorney	William Dean Embree	Jan. 1, 1910	Jan. 1, 1910	4,000 00
Deputy assistant district attorney	Royal U. Weller	Sept. 1, 1911	Sept. 1, 1911	4,000 00
Deputy assistant district attorney	Thomas J. Nolan	Sept. 7, 1911	Sept. 7, 1911	4,000 00
Deputy assistant district attorney	Joseph Du Viner	Jan. 1, 1910	Jan. 1, 1910	4,000 00
Deputy assistant district attorney	Allen G. Wellman	Jan. 1, 1910	Jan. 1, 1910	4,000 00
Deputy assistant district attorney	Charles E. Colligan	Oct. 16, 1911	Oct. 16, 1911	4,000 00
Deputy assistant district attorney	Morris Koenig	Jan. 1, 1910	Jan. 1, 1910	3,500 00
Deputy assistant district attorney	Theron R. Strong	June 7, 1910	June 7, 1910	3,500 00
Deputy assistant district attorney	George Z. Medalie	June 7, 1910	June 7, 1910	3,500 00
Deputy assistant district attorney	Floyd H. Wilmot	Jan. 1, 1910	Jan. 1, 1910	3,500 00
Deputy assistant district attorney	James E. McDonald	June 8, 1910	June 8, 1910	3,000 00
Deputy assistant district attorney	Lucian S. Breckenridge	June 4, 1910	June 4, 1910	2,500 00
Deputy assistant district attorney	C. W. McDougald	Jan. 1, 1910	Jan. 1, 1910	2,000 00
Deputy assistant district attorney	M. B. Moskowitz	Jan. 3, 1910	Jan. 3, 1910	2,000 00
Deputy assistant district attorney	Leslie S. Lockhart	Oct. 6, 1911	Oct. 6, 1911	3,000 00

Deputy assistant district attorney	Frederick J. Sullivan	May 19, 1911	May 19, 1911	2,000 00
Deputy assistant district attorney	Deacon Murphy	Oct. 2, 1911	Oct. 2, 1911	2,000 00
Deputy assistant district attorney	Stanley L. Richter	Oct. 1, 1911	Oct. 1, 1911	1,500 00
Deputy assistant district attorney	Robert C. Ten Eyck	Jan. 6, 1910	Jan. 6, 1910	1,500 00
Deputy assistant district attorney	John M. Minton	May 1, 1911	May 1, 1911	2,000 00
Deputy assistant district attorney	Charles N. Flint	Feb. 1, 1911	Feb. 1, 1911	2,500 00
Deputy assistant district attorney	Howard Carter Dickinson	June 10, 1910	Oct. 1, 1911	2,000 00
Deputy assistant district attorney	J. Ward Follette	Sept. 7, 1911	Sept. 7, 1911	2,000 00
Deputy assistant district attorney	Samuel J. Rosensohn	Nov. 20, 1912	Nov. 20, 1912	2,000 00
Deputy assistant district attorney	Aaron J. Colnon	Mar. 1, 1912	Mar. 1, 1912	1,500 00
Deputy assistant district attorney	Louis Bieier	Feb. 10, 1911	Mar. 1, 1912	1,500 00
Deputy assistant district attorney	Frederick J. Groehl	Sept. 3, 1912	Sept. 3, 1912	1,500 00
Chief clerk	Henry D. Sayer	Jan. 1, 1910	Jan. 1, 1910	5,000 00
Secretary	Hugh J. Beirne	Dec. 1, 1910	Dec. 1, 1910	3,800 00
Grand jury clerk	Howard C. Lake	Mar. 11, 1912	June 5, 1912	2,000 00
Indictment clerk	Louis O. Bergh	Jan. 1, 1910	Jan. 1, 1910	2,000 00
Indictment clerk	Louis Fabricant	Feb. 24, 1910	Feb. 24, 1910	2,000 00
Confidential clerk	Marguerite Deterling	Jan. 1, 1910	Jan. 1, 1910	2,000 00
Chief law stenographer	James Hamill	Nov. 10, 1905	Nov. 10, 1905	2,500 00
Stenographer	Alfred David	Jan. 4, 1910	Jan. 4, 1910	1,800 00
Stenographer	Fanchon E. Maddix	Jan. 16, 1901	Jan. 16, 1901	1,200 00
Stenographer	Genevieve Allen	Jan. 7, 1911	Jan. 7, 1911	1,200 00
Stenographer	Lida E. Stack	Jan. 16, 1912	Jan. 16, 1912	1,200 00
Stenographer to grand jury	Walter J. Jones	Jan. 4, 1910	Nov. 22, 1911	$10 per day.
Stenographer to grand jury	William T. Fishbough	Jan. 18, 1912	Jan. 18, 1912	10 per day.
Chief process server	Albert J. Berwin	June 6, 1912	June 6, 1912	$2,000 00
Process server	James A. Doherty	Jan. 10, 1910	Jan. 10, 1910	1,500 00
Process server	John J. Wanmaker	Jan. 18, 1910	Jan. 18, 1910	1,500 00
Process server	John S. Brown	Mar. 3, 1910	Mar. 3, 1910	1,500 00
Process server	Herman Henigson	April 30, 1910	April 30, 1910	1,500 00
Process server	Max Polakoff	July 11, 1911	July 11, 1911	1,500 00
Process server	Samuel Deane, Jr.	Oct. 1, 1911	Oct. 1, 1911	1,500 00
Process server	Robert H. Stewart	Oct. 1, 1911	Oct. 1, 1911	1,500 00
Process server	George L. Avery	Dec. 1, 1910	Dec. 1, 1910	1,500 00
Process server	Howard B. Platt	Mar. 12, 1912	Mar. 12, 1912	1,500 00

NEW YORK COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
DISTRICT ATTORNEY — (*continued*)				
COMPETITIVE CLASS				
Auditor	John J. Buckley	Jan. 1, 1891	Feb. 1, 1906	$3,500 00
Deputy chief clerk	Andrew Fay	Jan. 1, 1898	Jan. 1, 1906	3,500 00
Information clerk	Frank C. Cooper	June 6, 1902	Aug. 1, 1904	2,500 00
Information clerk	Don C. Buell	July 1, 1904	Aug. 1, 1904	2,000 00
Librarian	Rachel L. Bartlett	Jan. 1, 1902	Jan. 1, 1902	1,000 00
Clerk	Jeremiah F. Kennaly	Jan. 1, 1898	Feb. 17, 1906	2,500 00
Clerk	Charles Boylan	Jan. 1, 1898	Feb. 1, 1906	2,000 00
Clerk	Charles A. Smith	May 12, 1908	May 12, 1908	2,000 00
Clerk	Thomas A. McGee	July 1, 1898	Feb. 1, 1906	2,000 00
Clerk	Thomas F. Maguire	Jan. 1, 1898	Feb. 1, 1906	2,000 00
Clerk	John H. Eustace	Sept. 1, 1898	Feb. 1, 1906	2,000 00
Clerk	William R. McAuley	July 1, 1898	Feb. 1, 1906	2,000 00
Clerk	Francis Mullen	Jan. 9, 1902	Jan. 22, 1910	2,000 00
Clerk	Joseph T. Regan	Jan. 1, 1906	Dec. 1, 1909	2,000 00
Clerk	F. M. Donnelly	June 1, 1908	May 15, 1909	2,000 00
Clerk	Charles F. Dillon	Jan. 2, 1902	May 15, 1909	2,000 00
Clerk	James F. Keefe	Mar. 9, 1903	Oct. 18, 1907	2,000 00
Clerk	George Groden	June 15, 1903	Oct. 18, 1907	2,000 00
Clerk	John H. Burns	July 1, 1904	Oct. 18, 1907	2,000 00
Clerk	Oscar Zinn	Mar. 11, 1902	Dec. 1, 1910	2,000 00
Clerk	John E. Kehoe	Sept. 3, 1908	Jan. 1, 1911	2,000 00
Clerk	Phil B. McCaffray	Jan. 1, 1906	May 20, 1912	2,000 00
Clerk	Richard A. Finnelly	Aug. 23, 1909	May 20, 1912	2,000 00
Stenographer	Felix C. Benvenga	Feb. 17, 1908	Feb. 17, 1908	1,500 00
Stenographer	Nathan Birchall, Jr.	Aug. 10, 1908	Aug. 10, 1908	1,500 00
Stenographer	Gustav A. Deuscher	July 1, 1908	July 1, 1908	1,500 00
Stenographer	Lynne L. Levegood	Oct. 23, 1907	Oct. 23, 1907	1,500 00

Stenographer	James Graham	Jan. 28, 1907	Jan. 28, 1907	1,500 00
Stenographer	Charles Pilatsky	April 24, 1906	April 24, 1906	1,500 00
Stenographer	Anna M. Reimer	Feb. 15, 1904	Oct. 15, 1907	1,200 00
Stenographer	Mary A. Daly	Oct. 14, 1907	Oct. 14, 1907	1,200 00
Stenographer	Benjamin Ehrlich	Feb. 7, 1910	Feb. 7, 1910	1,200 00
Stenographer	Harry H. Oshrin	Mar. 3, 1909	July 1, 1909	1,200 00
Stenographer	Henry J. Kapp	Aug. 28, 1907	Aug. 28, 1907	1,200 00
Stenographer	George Hoerr	Sept. 25, 1911	Sept. 25, 1911	1,200 00
Stenographer	John F. Canny	Oct. 1, 1909	Dec. 11, 1911	1,200 00
Stenographer	John R. Cahill	Jan. 12, 1912	Jan. 12, 1912	1,200 00
Telephone operator	Mamie Duffy	July 26, 1909	July 26, 1909	720 00
Telephone operator	Jeannette Kelly	July 26, 1909	July 26, 1909	720 00
Process server	Victor A. Fontana	Feb. 12, 1902	Jan. 1, 1906	1,500 00
Process server	Daniel Rooney	April 1, 1902	Jan. 1, 1906	1,500 00
Process server	Louis Hoffman	July 6, 1903	Jan. 1, 1906	1,500 00
Process server	Joseph Pell	Feb. 1, 1906	Feb. 1, 1906	1,350 00
Process server	John Roberts	April 1, 1902	Jan. 1, 1906	1,350 00
Process server	John F. Biggan	Mar. 1, 1902	Jan. 1, 1906	1,350 00
Process server	Louis Lustig	Oct. 1, 1908	Oct. 1, 1908	1,500 00
Process server	William Cowans	Aug. 1, 1906	Aug. 1, 1906	1,500 00
Process server	Emil Klinge	Oct. 8, 1907	Oct. 8, 1907	1,500 00
Process server	James Kenny	Oct. 1, 1908	Oct. 1, 1908	1,350 00
Process server	Daniel J. O'Connor	Sept. 1, 1904	Jan. 1, 1906	1,350 00
Process server	Paul Kaiser, Jr	Feb. 14, 1910	Feb. 14, 1910	1,350 00
Process server	John M. Kearney	May 21, 1903	Jan. 1, 1906	1,200 00
Process server	Thomas H. Qualls	Feb. 12, 1902	Jan. 1, 1906	1,200 00
Process server	Edgar S. Longstreet	May 7, 1908	May 7, 1908	1,200 00
Process server	William J. Dorgan	Jan. 1, 1906	Jan. 1, 1906	1,200 00
Process server	Joseph Davidson	Jan. 1, 1906	May 1, 1910	1,200 00
Process server	William L. Murphy	Mar. 1, 1908	Mar. 1, 1908	1,200 00
Process server	James D. Barry	Oct. 14, 1907	Oct. 14, 1907	1,200 00
Process server	William H. Masterson	Oct. 14, 1907	Oct. 14, 1907	1,200 00
Process server	William P. Perlmutter	Jan. 19, 1910	Jan. 19, 1910	1,200 00
Process server	Thomas Flood	Feb. 1, 1908	Feb. 1, 1908	1,200 00
Process server	David L. Silberstein	Feb. 14, 1910	Feb. 14, 1910	1,200 00
Process server	Madison S. Jones	Nov. 1, 1898	May 15, 1909	1,200 00
Process server	Harry Kestenbaum	June 1, 1904	Mar. 1, 1910	1,200 00

NEW YORK COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	DISTRICT ATTORNEY — (*continued*)			
	COMPETITIVE CLASS — (*continued*)			
Process server	David Schwarz	Mar. 1, 1910	Mar. 1, 1910	$1,200 00
Process server	Simon Friedman	Jan. 22, 1906	Nov. 1, 1910	1,200 00
Process server	Elias Reismann	June 4, 1906	Jan. 1, 1911	1,200 00
Process server	William M. Duke	Oct. 1, 1910	Oct. 1, 1910	1,200 00
Process server	Richard J. Gonzalez	Oct. 15, 1910	Oct. 15, 1910	1,200 00
Process server	Edward B. Manning	Dec. 21, 1910	Dec. 21, 1910	1,200 00
Process server	James J. Low	Jan. 1, 1911	Jan. 1, 1911	1,200 00
Process server	Francis J. Fleming	Jan. 1, 1911	Jan. 1, 1911	1,200 00
Process server	Richard A. Kenney	Jan. 10, 1911	Jan. 10, 1911	1,200 00
Process server	Charles W. Patterson	Jan. 16, 1911	Jan. 16, 1911	1,200 00
Process server	Charles Connolly	Jan. 16, 1911	Jan. 16, 1911	1,200 00
Process server	Elias Owens	Feb. 10, 1911	Feb. 10, 1911	1,200 00
Process server	Theodore E. Schumann	May 1, 1911	May 1, 1911	1,200 00
Process server	Joseph F. Maher	Jan. 3, 1911	Jan. 3, 1911	1,200 00
Process server	Adolph Peinecke, Jr	Jan. 3, 1911	Jan. 3, 1911	1,200 00
Process server	Harold S. Vitow	Jan. 4, 1911	Jan. 4, 1911	1,200 00
Process server	Albert E. Schwartz	Jan. 4, 1911	Jan. 4, 1911	1,200 00
Process server	Joseph P. Meegan	Jan. 10, 1911	Jan. 10, 1911	1,200 00
Porcess server	Charles Feinstein	Jan. 10, 1911	Jan. 10, 1911	1,200 00
Process server	Morgan Farrell	Mar. 1, 1912	Mar. 1, 1912	1,200 00
Porcess server	Samuel Schwartzberg	Mar. 20, 1912	Mar. 20, 1912	1,200 00
Process server	Joseph J. Jacobs	Oct. 15, 1912	Oct. 15, 1912	1,200 00
Process server	Samuel Berger	May 20, 1907	Nov. 13, 1912	1,200 00
Messenger	Richard S. Battersby	Jan. 1, 1898	Jan. 1, 1898	1,200 00
Messenger	Andrew A. Knell	Oct. 16, 1907	Dec. 1, 1910	720 00
Messenger	Michael Weiss	July 21, 1908	Dec. 1, 1910	720 00
Messenger	Harry M. Somber	May 1, 1911	May 1, 1911	600 00

Messenger	William H. J. Jackson	June 20, 1911	June 20, 1911	600 00
Office boy	Walter A. Hoffman	April 18, 1910	April 18, 1910	420 00
Office boy	Samuel Spritzer	Jan. 3, 1911	Jan. 3, 1911	420 00
Office boy	Maurice Silverstein	Jan. 11, 1911	Jan. 11, 1911	420 00

COMMISSIONER OF RECORDS

UNCLASSIFIED SERVICE

Commissioner of records	John F. Cowan	Jan. 2, 1913	Jan. 2, 1913	7,500 00

EXEMPT CLASS

Deputy	James O. Farrell	April 10, 1907	June 1, 1909	4,000 00
Superintendent	William Moores	June 1, 1909	June 1, 1909	3,500 00
Assistant superintendent	Patrick J. Maloney	May 10, 1912	May 10, 1912	2,800 00

COMPETITIVE CLASS

Chief clerk	James J. Fleming, Jr.	Dec. 1, 1907	May 1, 1912	2,700 00
Chief examiner and indexer of records	John Wesley Young	July 1, 1909	Sept. 1, 1912	2,400 00
Record clerk	William A. Montague	Nov. 10, 1909	Nov. 10, 1909	1,800 00
Record clerk	Benjamin J. Levy	Jan. 1, 1910	Jan. 1, 1910	1,500 00
Record clerk	Thomas F. Mulligan	Jan. 1, 1910	Jan. 1, 1910	1,500 00
Record clerk	Edward A. McAllister	Feb. 1, 1910	Feb. 1, 1910	1,500 00
Record clerk	Louis W. Rosen	Feb. 1, 1910	Feb. 1, 1910	1,500 00
Record clerk	Isidor L. Hirscher	Feb. 1, 1910	Feb. 1, 1910	1,500 00
Record clerk	William F. Cronin	Feb. 1, 1910	Feb. 1, 1910	1,500 00
Record clerk	Edward Isidor Goodman	Feb. 15, 1910	Feb. 15, 1910	1,500 00
Arrangement clerk	Joseph D. Hart	Dec. 29, 1910	Sept. 1, 1912	1,650 00
Stenographer	Winifred Reidy	Sept. 1, 1909	Sept. 1, 1909	1,350 00
Stenographer	Margaret J. Patterson	Aug. 1, 1909	Aug. 1, 1909	1,200 00
Stenographer	Mary E. Crosby	Nov. 1, 1909	Nov. 1, 1909	1,350 00
Stenographer	Cecelia Bernstein	July 1, 1910	Aug. 1, 1911	1,200 00
Stenographer	Etta Schopp	July 1, 1910	July 1, 1911	1,200 00
Stenographer	Harriet Meyer	July 15, 1912	July 15, 1912	900 00
Typewriter copyist	Sadie Wolfsfeld	July 1, 1910	July 1, 1910	1,200 00
Supervisor, repairing mutilated records	George W. Tucker	April 16, 1907	Jan. 1, 1911	1,800 00
Bookbinder	Patrick H. McNamara	July 1, 1909	July 1, 1909	1,200 00

NEW YORK COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COMMISSIONER OF RECORDS — (*continued*)				
COMPETITIVE CLASS — (*continued*)				
Bookbinder	Samuel J. Schaffer	July 3, 1909	July 3, 1909	$1,200 00
Bookbinder	William Coffin	Mar. 1, 1912	Mar. 1, 1912	1,200 00
Bookbinder	John R. Laut	Dec. 11, 1905	Mar. 1, 1912	1,200 00
Clerk	Barbara L. Horne	April 10, 1907	Oct. 1, 1908	1,800 00
Clerk	John M. Downes	April 15, 1908	April 15, 1908	1,800 00
Clerk	Henry M. Schiffer	May 14, 1907	May 14, 1907	1,500 00
Clerk	Jacob Weintraub	April 23, 1907	April 11, 1908	1,650 00
Clerk	Edna R. Dolan	Sept. 9, 1907	Nov. 1, 1908	1,650 00
Clerk	Frances Gest	May 12, 1908	May 12, 1908	1,200 00
Clerk	Minnie Rottenberg	May 1, 1910	May 1, 1910	1,200 00
Clerk	Eda E. J. Loos	June 1, 1908	July 1, 1911	1,200 00
Clerk	Israel Brinkman	Jan. 10, 1911	May 1, 1912	1,200 00
Clerk	Thomas J. Connolly	Jan. 12, 1911	Jan. 1, 1912	1,200 00
Clerk	James P. J. Moffitt	Feb. 23, 1911	May 1, 1912	1,200 00
Clerk	John T. Daly	Mar. 23, 1911	May 1, 1912	1,200 00
Clerk	Joseph F. Quinn	Jan. 12, 1911	May 1, 1912	1,200 00
Clerk	Maxwell Volins	Mar. 23, 1911	May 1, 1912	1,200 00
Clerk	William D. Austin	April 17, 1905	May 1, 1912	1,200 00
Clerk	Grace A. Murray	Nov. 6, 1912	Nov. 6, 1912	720 00
Foreman of laborers	James T. Fallon	Aug. 1, 1912	Aug. 1, 1912	1,200 00
Messenger	Thomas J. Armstrong	Sept. 16, 1911	April 1, 1912	900 00
SHERIFF				
UNCLASSIFIED SERVICE				
Sheriff	Julius Harburger	Jan. 1, 1912	Jan. 1, 1912	12,000 00

EXEMPT CLASS

Counsel	Emanuel Blumenstiel	Jan. 1, 1912	Jan. 1, 1912	6,000 00
Warden	Eugene A. Johnson	Jan. 18, 1912	Jan. 18, 1912	3,000 00
Cashier	Henry Kahl	Mar. 1, 1912	Mar. 1, 1912	2,400 00
Bond clerk	Lawrence B. Wolf	Jan. 1, 1912	Jan. 1, 1912	1,800 00
Secretary	Alfred S. Engel	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Confidential stenographer	Rose A. Pedrick	Sept. 11, 1911	Sept. 11, 1911	1,080 00

COMPETITIVE CLASS

Physician	James A. J. O'Brien	Dec. 31, 1900	Dec. 31, 1900	1,000 00
Auditor	Edward H. Warker	Jan. 1, 1891	Jan. 1, 1891	2,860 00
Accountant	August Fischer	Jan. 1, 1895	Jan. 1, 1895	600 00
Jury clerk	William H. McCormick	Jan. —, 1877	Jan. —, 1877	2,000 00
Assistant bond clerk	Louis F. Hettler	Nov. 15, 1905	Nov. 15, 1905	1,200 00
Telephone operator	Irene T. Stapleton	Dec. 28, 1909	Dec. 28, 1909	1,050 00
Clerk	John McCue	July 1, 1898	July 1, 1898	1,200 00
Clerk	Albert Marmorstein	Jan. 19, 1910	Jan. 19, 1910	1,200 00
Clerk	Conrad Muehlhans	Feb. 1, 1898	Feb. 1, 1898	1,200 00
Clerk	Henry H. Connelly	Mar. 7, 1898	Mar. 7, 1898	1,200 00
Assistant deputy sheriff	Andrew J. McGivney	Jan 14, 1895	Jan. 14, 1895	1,500 00
Assistant deputy sheriff	John C. Mayforth	Jan. 6, 1898	Jan. 6, 1898	1,500 00
Assistant deputy sheriff	Nathan Metzger	Feb. 1, 1898	Feb. 1, 1898	1,500 00
Prison guard	George F. Spillmann	Jan. 21, 1904	Jan. 21, 1904	1,200 00
Prison guard	Patrick A. Haley	Sept. 1, 1904	May 11, 1908	1,200 00
Guard	J. F. Breitenbach	Jan. 1, 1907	Jan. 1, 1907	1,200 00
Guard	Edward J. Condon	July 1, 1909	July 1, 1909	1,200 00
Guard	Jacob Shmiedinger	June 14, 1909	June 14, 1909	1,200 00
Guard	William J. Hannegan	Nov. 1, 1911	Nov. 1, 1911	1,200 00
Keeper	David Murphy	April 2, 1898	April 2, 1898	1,000 00
Keeper	Edward Kennedy	Feb. 1, 1894	Feb. 1, 1894	1,000 00
Keeper	John Ferguson	April 16, 1898	April 16, 1898	1,000 00
Engineer	Luke Carroll	Jan. 13, 1898	Jan. 13, 1898	$4 50 per day.
Steam engineer	Michael C. Dexter	Aug. 25, 1908	Mar. 1, 1911	4 50 per day.

NEW YORK COUNTY — *(continued)*

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
EMPLOYEES NOT SUBJECT TO EXAMINATION: (FLAHERTY VS. STATE CIVIL SERVICE COMMISSION)				
Under sheriff	John F. Gilchrist	Jan. 1, 1912	Jan. 1, 1912	$6,000 00
Assistant counsel	George H. Engel	Mar. 1, 1904	May 1, 1912	3,000 00
Entry clerk	John A. Bell	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Law clerk	William Koerner	May 1, 1912	May 1, 1912	1,600 00
Arrest clerk	George W. O'Brien	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Assistant entry clerk	William H. Hart	Oct. 21, 1912	Oct. 21, 1912	1,500 00
Assistant auditor	Alfred F. Caridi	Jan. 1, 1912	Jan. 1, 1912	1,350 00
Messenger	William Ficke	Jan. 1, 1912	Jan. 1, 1912	1,080 00
Deputy sheriff	Charles Abner	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Deputy sheriff	James H. McGann	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Deputy sheriff	Frank J. Burns	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Deputy sheriff	John F. Purcell	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Deputy sheriff	Max J. Porges	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Deputy sheriff	John J. Murray	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Deputy sheriff	Bernard J. Gorman	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Deputy sheriff	Thomas F. Winters	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Deputy sheriff	Joseph J. Cullen	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Deputy sheriff	Jacob Bier	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Deputy sheriff	John F. Gilmore	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Deputy sheriff	Thomas Kelly	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Deputy sheriff	Kearin F. Carroll	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Deputy sheriff	Sol Juskovitz	April 1, 1912	April 1, 1912	2,500 00
Deputy sheriff	Walter T. Fitzsimmons	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Assistant deputy sheriff	William A. Moore	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Assistant deputy sheriff	Charles Schirner	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Assistant deputy sheriff	John J. Hennessey	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Assistant deputy sheriff	John M. Sheehan	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Assistant deputy sheriff	John J. Callahan	Jan. 1, 1912	Jan. 1, 1912	1,500 00

Assistant deputy sheriff	David Mayers	Feb. 10, 1912	Feb. 10, 1912	1,500 00
Assistant deputy sheriff	Humbert Fugazy	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Assistant deputy sheriff	Philip F. Donahue	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Assistant deputy sheriff	Lawrence W. Rooney	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Assistant deputy sheriff	Edward E. Lee	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Assistant deputy sheriff	Thomas J. McMahon	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Assistant deputy sheriff	James F. Mahoney	Jan. 8, 1912	Jan. 8, 1912	1,500 00
Keeper	Samuel C. Cohen	Mar. 18, 1910	Mar. 18, 1910	1,000 00
Keeper	John J. Morris	Feb. 20, 1909	Feb. 20, 1909	1,000 00
Keeper	Vincent Spina	Feb. 1, 1912	Feb. 1, 1912	1,000 00
Keeper	Morris Eisenstein	Feb. 1, 1912	Feb. 1, 1912	1,000 00
Keeper	Giovanni Cuozzo	May 1, 1912	May 1, 1912	1,000 00
Keeper	Nicholas F. Campo	May 1, 1912	May 1, 1912	1,000 00
Keeper	Charles Bender	May 1, 1912	May 1, 1912	1,000 00
Keeper	Samuel Isaacs	May 1, 1912	May 1, 1912	1,000 00
Keeper	James Reid	May 10, 1912	May 10, 1912	1,000 00

SURROGATE

Unclassified Service

Surrogate	John P. Cohalan	Jan. 1, 1909	Jan. 1, 1909	15,000 00
Surrogate	Robert L. Fowler	Mar. 3, 1911	Mar. 3, 1911	15,000 00

Exempt Class

Chief clerk	William V. Leary	——, 1882	——, 1882	10,000 00
Clerk of court	Daniel J. Dowdney	Feb. 8, 1906	Feb. 8, 1906	4,500 00
First law assistant	William R. DeLano	Feb. 1, 1893	Feb. 1, 1893	6,000 00
Second law assistant	Anthony J. Barrett	Sept. 8, 1904	July 1, 1912	5,000 00
Third law assistant	Harold E. Nagle	Feb. 5, 1909	July 1, 1912	4,500 00
Fourth law assistant	William B. Farrell	Jan. 1, 1912	July 1, 1912	4,000 00
Transfer tax assistant	William H. Loughran	July 1, 1912	July 1, 1912	5,000 00
Clerk to surrogate	Richard J. Cummins	Sept. 14, 1911	Sept. 14, 1911	3,000 00
Clerk to additional surrogate	Arthur T. O'Leary	Feb. 1, 1912	Feb. 1, 1912	3,000 00

NEW YORK COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	SURROGATE — (*continued*)			
	COMPETITIVE CLASS			
Deputy chief clerk	Edward W. Bonynge	Jan. 1, 1882	Jan. 1, 1882	$5,500 00
Transfer tax clerk	John Keenan	Mar. —, 1896	Mar. —, 1896	2,400 00
Assistant transfer tax clerk	Michael J. Ford	April 1, 1902	April 1, 1902	1,800 00
Probate clerk	Jacob Washburn	Aug. 23, 1893	Aug. 23, 1893	5,000 00
First assistant probate clerk	Benjamin A. Jackson	Jan. 1, 1895	Jan. 1, 1895	2,400 00
Second assistant probate clerk	James O'Hara	Jan. 1, 1895	Jan. 1, 1895	1,800 00
Third assistant probate clerk	John A. Killorn	Jan. 26, 1911	May 3, 1911	1,350 00
Entry clerk	William H. Down	July 18, 1889	June 2, 1902	2,100 00
Clerk to additional part of court	Henry J. Comaskey	Feb. 1, 1893	Feb. 1, 1893	3,000 00
Accounting clerk	Bryan P. Henry	May 17, 1900	May 17, 1900	3,000 00
Calendar clerk and superintendent of supplies	William S. Finn	July 1, 1898	Dec. 17, 1912	2,250 00
Deputy clerk of court	John H. Nagle	Mar. 16, 1899	Mar. 16, 1899	2,750 00
Administration clerk	Ernest A. Wolff	Feb. —, 1894	Jan. 10, 1905	3,000 00
First assistant administration clerk	Andrew C. Otto	Feb. 1, 1888	Jan. 10, 1905	2,400 00
Second assistant administration clerk	Eugene F. McGinniss	Jan. 12, 1898	Oct. 13, 1910	1,800 00
Third assistant administration clerk	Lewis H. McCabe	Mar. 5, 1889	Jan. 10, 1906	1,500 00
Assistant accounting clerk	Charles J. Donovan	May 17, 1900	May 17, 1900	2,000 00
Guardian accounting clerk	Harry J. Sneudaira	Jan. 1, 1899	Jan. 12, 1906	2,000 00
Guardian clerk	John T. Mooney	June 1, 1891	June 1, 1891	2,100 00
Assistant guardian clerk	Hugh J. Begley	April 16, 1900	April 16, 1900	1,500 00
Certificate clerk	Morris Marks	May 10, 1905	Nov. 1, 1912	1,500 00
Certificate clerk	Gustav Gumprecht	Jan. 1, 1888	Jan. 1, 1888	1,500 00
Chief examiner	Thomas J. Tully	Jan. 1, 1898	Mar. 1, 1912	1,500 00
Assistant examiner	Edward Roche	Jan. 1, 1899	Dec. 14, 1910	1,350 00
Bookkeeper	Henry C. Moore	Mar. 5, 1902	Mar. 5, 1902	1,800 00
Chief messenger and librarian	Thomas Connor	Jan. 14, 1888	Feb. 1, 1902	1,800 00
Interpreter	Julius Israel	April 10, 1899	Feb. 26, 1908	1,800 00

Special searcher	A. F. Casey	May 1, 1898	Jan. 912	1,500 00
Correspondence searcher	Katherine L. Cassidy	April 12, 1893	June 1, 1912	1,500 00
Correspondence searcher	Florence S. Foote	Nov. 1, 1905	Nov. 11, 1912	1,400 00
Clerk of records	Thomas M. Marsac	Feb. 15, 1882	Feb. 15, 1882	1,800 00
Superintendent of recording clerks	Alexander J. Shields	May 17, 1900	Oct. 13, 1910	2,000 00
Recording clerk	Abram Finkelstein	Mar. 7, 1900	May 14, 1907	1,500 00
Recording clerk	Charles T. Butler	June 29, 1907	June 29, 1907	1,500 00
Recording clerk	Daniel A. McKeever	June 1, 1905	Oct. 1, 1906	1,500 00
Recording clerk	Francis X. Cassot	June 25, 1907	July 1, 1911	1,500 00
Recording clerk	Luke J. Finn	April 4, 1910	April 4, 1910	1,500 00
Recording clerk	Davis Rieback	Nov. 13, 1907	Nov. 13, 1907	1,300 00
Recording clerk	Leo W. Schwab	Mar. 7, 1908	Mar. 7, 1908	1,200 00
Recording clerk	William J. Buckley	Nov. 13, 1907	Nov. 13, 1907	1,200 00
Recording clerk	Joseph A. Quinn	Jan. 1, 1898	Aug. 15, 1903	1,200 00
Recording clerk	Isador Frankel	June 19, 1908	June 19, 1908	1,200 00
Recording clerk	Patrick J. Reilly	Feb. 19, 1908	Feb. 19, 1908	1,200 00
Recording clerk	Benjamin Weiss	June 28, 1907	June 28, 1907	1,200 00
Recording clerk	Walter P. Delmour	Jan. 11, 1898	Jan. 11, 1898	1,200 00
Recording clerk	Thomas Fitzgerald	Jan. 13, 1898	Jan. 13, 1898	1,200 00
Recording clerk	Louis J. Flander	July 11, 1905	May 1, 1906	1,200 00
Recording clerk	George Silverstein	Mar. 10, 1909	Mar. 10, 1909	1,200 00
Recording clerk	Joseph Goldberg	April 4, 1910	April 4, 1910	1,200 00
Recording clerk	Edward M. Kelly	Mar. 1, 1905	June 20, 1911	1,200 00
Recording clerk	Marion B. McKeever	Mar. 13, 1905	Mar. 13, 1905	1,200 00
Recording clerk	Francis S. Morley	Mar. 1, 1911	Mar. 1, 1911	1,200 00
Recording clerk	Katherine C. Wylie	Oct. 4, 1909	Sept. 1, 1912	1,200 00
Recording clerk	Meyer Jacobs	Feb. 19, 1912	Oct. 17, 1912	1,200 00
Recording clerk	Angelo Liberi	May 15, 1905	May 15, 1912	1,200 00
Recording clerk	William Heaney	Jan. 1, 1898	Aug. 1, 1912	1,200 00
Stenographer	Paul Jones	Feb. 7, 1893	Feb. 7, 1893	3,250 00
Stenographer	James F. Pruden	Jan. 15, 1907	Jan. 15, 1907	2,750 00
Stenographer	B. W. Howe	Sept. 28, 1899	Sept. 28, 1899	1,500 00
Stenographer	Thomas F. Doherty	Feb. 15, 1898	Feb. 15, 1898	1,500 00
Stenographer	John R. R. Brach	June 25, 1906	June 25, 1906	1,500 00
Stenographer	George Loesch	April 12, 1910	April 22, 1912	1,200 00
Copyist	E. G. McGinnis	May 1, 1894	May 1, 1894	1,200 00
Copyist	Katherine A. J. Moonan	July 7, 1909	April 1, 1912	1,200 00

NEW YORK COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
SURROGATE — (*continued*)				
COMPETITIVE CLASS — (*continued*)				
Typewriter copyist	Augusta H. Lasher	April 16, 1907	April 16, 1907	$1,200 00
Court attendant	William C. Malone	Feb. 14, 1898	Feb. 14, 1898	1,800 00
Court attendant	Charles R. J. Kenny	June 10, 1898	Oct. 20, 1905	1,800 00
Court attendant	Timothy C. Glennon	Feb. 19, 1906	May 24, 1909	1,800 00
Court attendant	Louis H. Muller	Dec. 9, 1891	June 5, 1908	1,800 00
Court attendant	Edward McLaughlin	Jan. 2, 1894	Oct. 16, 1912	1,800 00
Court attendant	Charles Wright	Jan. 10, 1900	Jan. 10, 1900	1,800 00
Messenger	John A. Lynch	May 15, 1900	April 12, 1904	1,800 00
Messenger	James A. Hayes	Jan. 5, 1898	Oct. 22, 1912	1,200 00
COMMISSIONER OF RECORDS, SURROGATE'S COURT				
UNCLASSIFIED SERVICE				
Commissioner of records	John F. Curry	July 7, 1911	July 7, 1911	5,000 00
EXEMPT CLASS				
Deputy commissioner of records	Charles W. Culkin	Aug. 4, 1911	Aug. 4, 1911	4,000 00
Superintendent of records	Frank J. Scannell	Jan. 1, 1913	Jan. 1, 1913	3,500 00
Secretary	William J. Duffy	Aug. 15, 1911	Aug. 15, 1911	2,000 00
Confidential stenographer	James H. Leddy	Sept. 1, 1911	Sept. 1, 1911	1,800 00
COMPETITIVE CLASS				
Chief clerk	John F. Prendergast	Jan. 1, 1898	April 4, 1911	1,800 00
Recording clerk	John J. Lenton	Feb. 16, 1888	Feb. 16, 1888	1,500 00
Recording clerk	Sylvester W. Nafew	Feb. 1, 1888	Feb. 1, 1888	1,500 00
Recording clerk	William E. Quinn	Sept. 16, 1898	Jan. 2, 1906	1,500 00
Recording clerk	John W. Burns	Jan. 1, 1898	Feb. 20, 1903	1,500 00

Recording clerk	Samuel E. Bernstein	Jan. 1, 1898	Jan. 2, 1902	1,500 00
Recording clerk	Harry A. Smith	Jan. 1, 1890	Jan. 1, 1890	1,500 00
Recording clerk	Joseph H. Garvey	May 17, 1900	May 17, 1900	1,500 00
Recording clerk	James F. Gilligan	Jan. 16, 1906	June 1, 1912	1,500 00
Index clerk	Abraham Rosenthal	Jan. 18, 1911	April 15, 1912	1,200 00
Index clerk	James P. Blue	Jan. 12, 1911	April 15, 1912	1,200 00
Index clerk	Thomas F. Gill	Dec. 27, 1899	April 1, 1912	1,200 00
Index clerk	Harry A. Thellusson	Jan. 12, 1911	Mar. 15, 1912	1,200 00
Index clerk	Samuel Schwartz	Sept. 26, 1899	April 1, 1912	1,200 00
Index clerk	John A. McSherry	Aug. 1, 1911	April 1, 1912	1,200 00
Index clerk	Edward V. Higgins	June 14, 1905	April 15, 1912	1,200 00
Messenger	Dennis J. Conroy	Jan. 6, 1908	June 1, 1912	1,200 00
Bookbinder	James P. J. Barrett	April 19, 1907	Mar. 1, 1912	1,200 00
Bookbinder	Ferdinand Schroeder	May 1, 1907	Mar. 1, 1912	1,200 00

PUBLIC ADMINISTRATOR

Unclassified Service

Public administrator	William M. Hoes	Jan. 3, 1893	Jan. 3, 1893	10,000 00

Exempt Class

Assistant public administrator	Frank W. Arnold	Jan. 1, 1887	Jan. 1, 1887	5,000 00
Chief clerk	John J. Connell	Oct. 1, 1912	Oct. 1, 1912	2,700 00

Competitive Class

Agent	Edward G. Sheldon	June 25, 1895	June 25, 1895	1,400 00
Second clerk	James F. Buck	April 1, 1895	April 1, 1895	1,900 00
Third clerk	Owen A. Keegan	Jan. 1, 1902	Nov. 1, 1912	1,200 00
Stenographer	Mary E. Finn	April —, 1891	April —, 1891	1,200 00
Stenographer	Flora E. Kenyon	Sept. 3, 1907	Sept. 3, 1907	1,150 00
Custodian	Frederick Monk	Mar. 1, 1903	Mar. 1, 1903	720 00
Junior clerk	Herman Abramson	May 22, 1911	June 1, 1912	300 00

NEW YORK COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COURT OF GENERAL SESSIONS				
UNCLASSIFIED SERVICE				
Judge	Warren W. Foster	Jan. 1, 1900	Jan. 1, 1900	$17,500 00
Judge	Thomas C. O'Sullivan	Jan. 1, 1906	Jan. 1, 1906	17,500 00
Judge	Otto A. Rosalsky	April 25, 1906	April 25, 1906	17,500 00
Judge	Joseph F. Mulqueen	Jan. 1, 1908	Jan. 1, 1908	17,500 00
Judge	James T. Malone	Jan. 1, 1908	Jan. 1, 1908	17,500 00
Judge	Thomas C. T. Crain	.....	.....	17,500 00
Judge	Edward Swann	.....	.....	17,500 00
EXEMPT CLASS				
Clerk	Edward R. Carroll	Oct. 10, 1898	Oct. 10, 1898	5,000 00
Deputy clerk	George F. Spinney	Oct. 4, 1900	Oct. 4, 1900	4,000 00
Clerk to Justice Crain	Richard H. Clarke	July 10, 1911	July 10, 1911	2,500 00
Clerk to Justice Mulqueen	John J. Mulqueen	July 10, 1911	July 10, 1911	2,500 00
Clerk to Justice Rosalsky	Joseph Schulum	July 11, 1911	July 11, 1911	2,500 00
Clerk to Justice O'Sullivan	Charles D. O'Connell	Oct. 5, 1911	Oct. 5, 1911	2,500 00
Clerk to Justice Malone	William A. Thompson	Oct. 5, 1911	Oct. 5, 1911	2,500 00
Clerk to Justice Swann	John R. Fitzpatrick	Oct. 5, 1911	Oct. 5, 1911	2,500 00
Clerk to Justice Foster	Solomon D. Rosenthal	Oct. 9, 1911	Oct. 9, 1911	2,500 00
Attendant to Justice Swann	William Tait	June 17, 1903	June 17, 1903	1,800 00
Attendant to Justice Rosalsky	John Bauer	May 10, 1906	May 10, 1906	1,800 00
Attendant to Justice Crain	Owen Hagen	Feb. 1, 1907	Feb. 1, 1907	1,800 00
Attendant to Justice Malone	James A. McMahon	Sept. 9, 1908	Sept. 9, 1908	1,800 00
Attendant to Justice Foster	George Gruber	June 1, 1911	June 1, 1911	1,800 00
Attendant to Justice O'Sullivan	John J. O'Neill	Oct. 5, 1911	Oct. 5, 1911	1,800 00
Warden to additional grand jury	Henry Zang	Jan. 1, 1908	Jan. 1, 1912	2,000 00

Competitive Class

Deputy clerk	William N. Penney	Mar. 1, 1890	Mar. 1, 1890	4,000 00
Deputy clerk	John P. Brophy	July 1, 1895	July 1, 1895	4,000 00
Deputy clerk	Edward K. Cowing	May 1, 1896	May 1, 1896	4,000 00
Deputy clerk	Michael D. Gallagher	Aug. 1, 1895	Aug. 1, 1895	4,000 00
Deputy clerk	William Hannah	Sept. 1, 1898	Sept. 1, 1898	4,000 00
Deputy clerk	William Boenke	Sept. 14, 1899	Dec. 5, 1902	4,000 00
Deputy clerk	Edward Chambers	Mar. 1, 1898	Feb. 1, 1906	4,000 00
Deputy clerk	James F. Court	April 16, 1902	Jan. 1, 1908	4,000 00
Deputy clerk	Samuel Wolf	May 1, 1896	May 1, 1896	4,000 00
Deputy clerk	Richard T. Pettit	Feb. 23, 1904	June 8, 1908	4,000 00
Deputy clerk	John J. T. Smith	Jan. 21, 1908	Jan. 1, 1912	4,000 00
Deputy clerk	Thomas W. Goggin	July 1, 1898	June 18, 1912	4,000 00
Deputy clerk	Samuel F. Spellman	Jan. 21, 1908	Jan. 1, 1913	3,000 00
Record clerk	John J. Hanify	Jan. 7, 1903	Jan. 7, 1903	3,000 00
Record clerk	Edward J. O'Keefe	Feb. 1, 1895	June 14, 1906	3,000 00
Record clerk	John J. O'Brien	Jan. 21, 1908	Jan. 21, 1908	3,000 00
Record clerk	Alexander Rosalsky	Jan. 21, 1908	Jan. 21, 1908	3,000 00
Record clerk	Siegfried Steinberg	Jan. 1, 1910	Jan. 1, 1910	3,000 00
Record clerk	John E. Cavanaugh	Jan. 1, 1910	Jan. 1, 1910	3,000 00
Record clerk	Thomas J. Fitzsimmons	Jan. 1, 1898	Jan. 15, 1912	3,000 00
Record clerk	James F. Roon	Jan. 14, 1886	Jan. 1, 1913	1,500 00
Court interpreter	Diadato Villamena	May 1, 1908	May 1 1908	2,500 00
Court interpreter	Marc Moustaki	June 10, 1908	June 10, 1908	2,500 00
Court interpreter	Edward J. Rosenthal	Mar. 3, 1909	Mar. 3, 1909	2,500 00
Court interpreter	George M. Deville	Mar. 16, 1909	Mar. 16, 1909	2,500 00
Court interpreter	Frederick Fischer	Nov. 19, 1906	Nov. 19, 1906	2,500 00
Stenographer	Frank S. Beard	Jan. 1, 1886	Jan. 1, 1886	2,500 00
Stenographer	Peter P. McLoughlin	Mar. 1, 1887	Mar. 1, 1887	2,500 00
Stenographer	Thomas W. Osborne	July 1, 1895	July 1, 1895	2,500 00
Stenographer	James E. Lynch	Jan. 1, 1906	Jan . 1, 1906	2,500 00
Stenographer	Stewart Liddell	Jan. 21, 1908	Jan. 21, 1908	2,500 00
Stenographer	Amos G. Russell	July 1, 1910	July 1, 1910	2,500 00
Warden of the grand jury	Henry McLoughlin	Jan. 24, 1898	Dec. 1, 1910	2,000 00
Chief attendant	Louis Schmoll	Mar. 1, 1890	Dec. 17, 1907	1,800 00
Chief attendant	Charles H. Wheelock	July 1, 1895	July 1, 1895	1,800 00
Chief attendant	Joseph E. O'Brien	Mar. 16, 1905	Dec. 17, 1907	1,800 00

NEW YORK COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COURT OF GENERAL SESSIONS — (*continued*)				
COMPETITIVE CLASS — (*continued*)				
Chief attendant	Michael J. Fenton	April 1, 1905	Dec. 17, 1907	$1,800 00
Chief attendant	Thomas J. Fanning	Aug. 15, 1904	Jan. 20, 1911	1,800 00
Attendant	Thomas Booth	Oct. 1, 1887	Oct. 1, 1887	1,800 00
Attendant	James F. Kelly	Jan. 17, 1890	Jan. 17, 1890	1,800 00
Attendant	John H. Hart	Mar. 1, 1890	Mar. 1, 1890	1,800 00
Attendant	John Clune	Dec. 15, 1890	Dec. 15, 1890	1,800 00
Attendant	Alfred Walker	Feb. 1, 1892	Feb. 1, 1892	1,800 00
Attendant	John O'Reilly	Dec. 31, 1892	Dec. 31, 1892	1,800 00
Attendant	Patrick Hartnett	July 1, 1895	July 1, 1895	1,800 00
Attendant	William S. McTaggart	July 1, 1895	July 1, 1895	1,800 00
Attendant	Cedric Rappleye	Jan. 1, 1895	Jan. 1, 1895	1,800 00
Attendant	Alexander Schwab	July 1, 1895	July 1, 1895	1,800 00
Attendant	T. Harry Ward	July 1, 1895	July 1, 1895	1,800 00
Attendant	Giles Wanmaker	July 1, 1895	July 1, 1895	1,800 00
Attendant	George W. Wylie	July 1, 1895	July 1, 1895	1,800 00
Attendant	Harry E. Bedell	May 1, 1896	May 1, 1896	1,800 00
Attendant	Edward P. Frank	May 1, 1896	May 1, 1896	1,800 00
Attendant	Max Loewel	May 1, 1896	May 1, 1896	1,800 00
Attendant	John F. Ormond	May 1, 1896	May 1, 1896	1,800 00
Attendant	Patrick Cummings	Mar. 3, 1898	Mar. 3, 1898	1,800 00
Attendant	Louis F. Gaffney	Oct. 24, 1899	June 17, 1903	1,800 00
Attendant	Daniel B. McCarthy	April 23, 1902	April 23, 1902	1,800 00
Attendant	M. McCormick	Nov. 10, 1902	Nov. 10, 1902	1,800 00
Attendant	Patrick Carroll	Feb. 23, 1904	Feb. 23, 1904	1,800 00
Attendant	George W. Cook	April 6, 1904	April 6, 1904	1,800 00
Attendant	George W. C. Roberts	Sept. 1, 1904	Sept. 1, 1904	1,800 00
Attendant	Daniel Walsh	May 10, 1906	May 10, 1906	1,800 00

Attendant	Michael O'Keefe	Jan. 1, 1898	Jan. 18, 1907	1,800 00
Attendant	Edward J. Reilly	Feb. 1, 1907	Feb. 1, 1907	1,800 00
Attendant	John O'Flaherty	April 23, 1907	April 23, 1907	1,800 00
Attendant	George W. Hamilton	Jan. 1, 1908	Jan. 1, 1908	1,800 00
Attendant	Hugh A. Taggart	Jan. 1, 1908	Jan. 1, 1908	1,800 00
Attendant	Murray R. Fonda	Jan. 1, 1908	Jan. 1, 1908	1,800 00
Attendant	James B. Cannon	Jan. 1, 1908	Jan. 1, 1908	1,800 00
Attendant	M. O'Neil Galvin	Jan. 1, 1908	Jan. 1, 1908	1,800 00
Attendant	Francis L. Donoghue	Jan. 1, 1908	Jan. 1, 1908	1,800 00
Attendant	Joseph P. Healy	June 1, 1908	June 1, 1908	1,800 00
Attendant	Peter F. Trolan	Jan. 6, 1898	Nov. 1, 1909	1,800 00
Attendant	Daniel L. Coffey	Dec. 1, 1904	Jan. 1, 1910	1,800 00
Attendant	John J. Donohue	Jan. 1, 1898	Jan. 1, 1910	1,800 00
Attendant	Joseph M. O'Neill	June 16, 1903	Jan. 1, 1910	1,800 00
Attendant	Jerome A. Manning	Nov. 16, 1905	Jan. 1, 1910	1,800 00
Attendant	Abraham A. Mullins	Jan. 25, 1909	May 1, 1910	1,800 00
Attendant	Winfield Sullivan	Jan. 19, 1904	May 1, 1910	1,800 00
Attendant	Charles Comisky	May 11, 1904	Dec. 1, 1910	1,800 00
Attendant	Edward P. Shalvey	Nov. 15, 1905	April 1, 1911	1,800 00
Attendant	William Boland	Oct. 21, 1912	Oct. 21, 1912	1,800 00
Attendant	Maurice F. Sullivan	Oct. 21, 1912	Oct. 21, 1912	1,800 00
Attendant	Joseph J. Kelleher	Oct. 21, 1912	Oct. 21, 1912	1,800 00
Attendant	William W. Drastel	Oct. 21, 1912	Oct. 21, 1912	1,800 00

REGISTER

Unclassified Service

Register	M. S. Grifenhagen	Jan. 1, 1910	Jan. 1, 1910	12,000 00

Exempt Class

Chief deputy register	William Halpin	Jan. 1, 1910	Jan. 1, 1910	5,000 00
Special deputy register	John J. Lyons	Dec. 22, 1910	Dec. 22, 1910	5,000 00
Special deputy register	David G. McConnell	Jan. 1, 1910	Jan. 1, 1910	3,500 00
Assistant deputy register	J. Charles Walton	Jan. 1, 1910	Jan. 1, 1910	4,000 00
Cashier, mortgage tax bureau	Louis Moskowitz	Jan. 1, 1910	Jan. 1, 1910	3,000 00
Cashier	Daniel Jacobs	Jan. 1, 1910	Jan. 1, 1910	2,500 00
Secretary	Harry G. Kessler	Jan. 1, 1910	Jan. 1, 1910	2,500 00
Chief clerk	William Haupt	Jan. 1, 1910	Jan. 1, 1910	3,400 00
Satisfaction clerk	William McGrorty	Sept. 25, 1911	Sept. 25, 1911	3,400 00

NEW YORK COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	REGISTER — (*continued*)			
	COMPETITIVE CLASS			
Assistant special deputy register	Walter Fairchild	Dec. 22, 1910	Dec. 22, 1910	$3,000 00
Assistant special deputy register	James P. Davenport	Dec. 22, 1910	Dec. 22, 1910	3,000 00
Assistant to satisfaction clerk	Edward T. Egbert	Jan. 1, 1898	Jan. 1, 1898	2,100 00
Chief clerk	Abraham Spies	April 25, 1911	April 25, 1911	1,800 00
Chief block index clerk	William F. Hull	Jan. 1, 1904	April 1, 1905	3,000 00
Chattel mortgage clerk	P. F. Glennon	Jan. 1, 1898	Jan. 1, 1898	3,000 00
Superintendent of indexing	Albert C. Wiegand	April 6, 1905	April 6, 1905	2,500 00
Superintendent of block indexing	Eugene J. Reilly	Jan. 1, 1898	Jan. 1, 1898	1,800 00
Chief searcher and examiner	John A. Boyle	Jan. 1, 1898	Jan. 1, 1898	2,500 00
Searcher and examiner	Martin Werdenschlag	Mar. 7, 1911	Mar. 7, 1911	2,000 00
Searcher and examiner	Abraham Brekstone	Oct. 6, 1910	Oct. 6, 1910	2,000 00
Examiner	Daniel Flynn	April 5, 1906	April 5, 1906	1,680 00
Verification clerk	Joseph M. Breen	Mar. 9, 1903	Mar. 9, 1903	1,720 00
Clerk, mortgage tax bureau	Louis Aikle	May 25, 1898	May 25, 1898	1,200 00
Clerk, mortgage tax bureau	Thomas Boland	Jan. 1, 1898	Jan. 1, 1898	1,200 00
Examiner, mortgage tax bureau	John B. Doland	Oct. 2, 1905	Oct. 2, 1905	2,400 00
General clerk and searcher	Archibald Grassick	April 6, 1905	May 23, 1912	1,400 00
Chief surveyor and draftsman	Joseph B. Gill	Jan. 12, 1911	Aug. 2, 1912	2,000 00
Assistant surveyor and draftsman	Victor E. Haemmerlein	May 20, 1912	May 20, 1912	1,200 00
Assistant surveyor and draftsman	Nathan Finkelstein	June 1, 1912	June 1, 1912	1,200 00
Assistant surveyor and draftsman	Charles W. Butler	Sept. 30, 1912	Sept. 30, 1912	1,200 00
Assistant surveyor and draftsman	Carl L. Weil	Sept. 30, 1912	Sept. 30, 1912	1,200 00
Assistant surveyor and draftsman	Benjamin Fuchs	Oct. 4, 1912	Oct. 4, 1912	1,200 00
Clerk	Charles L. Miller	Jan. 1, 1898	July 1, 1907	1,500 00
Clerk	Emil Roedel	Aug. 1, 1903	Dec. 12, 1907	1,500 00
Clerk	James J. Kennedy	Jan. 3, 1899	Jan. 4, 1901	1,500 00
Clerk	John Murray	April 9, 1900	Dec. 29, 1905	1,500 00

Clerk	Thomas F. Tierney	Jan. 3, 1899	Jan. 4, 1901	1,500 00
Clerk	P. H. McKenna	Jan. 1, 1898	Jan. 1, 1898	1,500 00
Clerk	Charles E. Baldwin	Jan. 1, 1898	Jan. 1, 1898	1,500 00
Clerk	James A. Hamilton	Jan. 1, 1898	Jan. 1, 1898	1,500 00
Clerk	James W. Carson	Jan. 1, 1898	Jan. 1, 1898	1,500 00
Clerk	John D. Henderson	Jan. 1, 1898	Jan. 1, 1898	1,500 00
Clerk	James J. Kirk	Oct. 23, 1901	Mar. 1, 1912	1,500 00
Clerk	John F. Quinn	Mar. 14, 1900	Dec. 29, 1905	1,500 00
Clerk	Louis I. Musliner	Jan. 1, 1898	Jan. 1, 1898	1,500 00
Clerk	John A. Boyle, Jr	May 15, 1899	Mar. 22, 1905	1,500 00
Clerk	Lazarus Shapiro	Jan. 1, 1898	Mar. 1, 1905	1,500 00
Clerk	Thomas J. Langan	May 11, 1899	May 11, 1899	1,500 00
Clerk	Max Littenberg	Jan. 1, 1898	Jan. 1, 1898	1,500 00
Clerk	James A. Doyle	Mar. 28, 1898	April 1, 1905	1,500 00
Clerk	William C. Murtha	Jan. 1, 1898	Jan. 1, 1898	1,500 00
Clerk	Edward F. Flynn	Feb. 1, 1899	April 21, 1905	1,400 00
Clerk	James J. Monahan	May 15, 1905	Sept. 11, 1905	1,360 00
Clerk	Frank B. McCutchan	July 12, 1905	Sept. 19, 1905	1,360 00
Clerk	Bernard McFarland	Jan. 1, 1898	Jan. 1, 1898	1,200 00
Clerk	Thomas J. Pockridge	Jan. 1, 1898	Jan. 1, 1898	1,200 00
Clerk	Kuno F. Scholtz	Jan. 1, 1898	Jan. 1, 1898	1,200 00
Clerk	P. J. Fitzgibbon	Jan. 1, 1898	Jan. 1, 1898	1,200 00
Clerk	Maurice Hughes	Jan. 1, 1898	Jan. 1, 1898	1,200 00
Clerk	Morris Gersten	Jan. 1, 1898	Jan. 1, 1898	1,200 00
Clerk	Michael Breslin	Jan. 1, 1898	Jan. 1, 1898	1,200 00
Clerk	Oscar Schepsky	July 20, 1898	May 10, 1905	1,200 00
Clerk	Joseph Loewinger	Jan. 4, 1905	May 1, 1908	1,200 00
Clerk	Louis C. Johannsen	Mar. 24, 1905	Oct. 18, 1905	1,200 00
Clerk	Tobias Sanders	Feb. 1, 1898	Feb. 1, 1898	1,200 00
Clerk	John T. Roche	Feb. 1, 1898	Feb. 1, 1898	1,200 00
Clerk	John C. Kuhn	Jan. 4, 1905	Aug. 21, 1905	1,200 00
Clerk	Joseph Shapiro	May 15, 1905	Dec. 28, 1905	1,200 00
Clerk	Henry Asen	May 10, 1905	Dec. 1, 1907	1,200 00
Clerk	James H. Sturges	Sept. 16, 1898	Mar. 23, 1905	1,200 00
Clerk	Lewis Nadel	Jan. 10, 1911	April 1, 1912	1,200 00
Clerk	Conrad Staats	Jan. 1, 1898	Jan. 1, 1898	1,200 00
Clerk	John J. B. Connicker	Mar. 1, 1905	Jan. 22, 1906	1,200 00

NEW YORK COUNTY — (*continued*)

REGISTER — (*continued*)

COMPETITIVE CLASS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
Clerk	Maurice A. Tobin	Mar. 1, 1905	Sept. 15, 1905	$1,200 00
Clerk	Charles Herrel	Jan. 4, 1905	Mar. 20, 1907	1,200 00
Clerk	Jacob S. Trompeter	Aug. 15, 1905	Mar. 20, 1907	1,200 00
Clerk	Charles Cogut	June 28, 1905	June 20, 1907	1,200 00
Clerk	Walter G. Gibbons	Mar. 1, 1905	Oct. 18, 1905	1,200 00
Clerk	John H. Gliem	Mar. 1, 1905	June 20, 1907	1,200 00
Clerk	Joseph T. Kelly	July 10, 1905	June 20, 1907	1,200 00
Clerk	Abraham N. Perlman	Aug. 1, 1905	June 20, 1907	1,200 00
Clerk	Samuel B. Solomon	May 10, 1905	June 20, 1907	1,200 00
Clerk	Henry L. Sperling	June 12, 1905	June 20, 1907	1,200 00
Clerk	Max Lazarus	Jan. 12, 1911	Aug. 1, 1912	1,200 00
Clerk	Cornelius Mulvey	May 17, 1898	May 10, 1905	1,200 00
Clerk	Fred H. Scheib	Mar. 27, 1905	Aug. 21, 1905	1,200 00
Clerk	Rosmer Hartvigson	Mar. 24, 1905	Aug. 21, 1905	1,200 00
Clerk	Henry Driscoll	June 24, 1899	July 20, 1905	1,200 00
Clerk	Oscar Shulberg	June 13, 1905	Sept. 12, 1905	1,200 00
Clerk	Frank B. Bower	Mar. 1, 1905	Feb. 8, 1909	1,200 00
Clerk	Clarence G. Baker	April 17, 1911	Mar. 15, 1912	1,200 00
Clerk	George T. Mount	Sept. 5, 1905	Feb. 8, 1909	1,200 00
Clerk	Joseph Miller	June 15, 1911	June 15, 1911	1,200 00
Clerk	Thomas J. Scanlon	June 12, 1911	June 12, 1911	1,200 00
Clerk	David C. Spinrad	May 17, 1909	April 25, 1910	1,200 00
Clerk	Nathan Elkin	Jan. 16, 1911	May 1, 1912	1,200 00
Clerk	Arthur P. O'Donnell	April 13, 1905	Sept. 11, 1905	1,100 00
Clerk	Ralph L. Michael	Aug. 29, 1905	Feb. 8, 1909	1,100 00
Clerk	Edward J. Slattery	Jan. 4, 1905	Feb. 8, 1909	1,100 00
Clerk	Hyman J. Abramson	Dec. 9, 1912	Dec. 9, 1912	1,000 00

Clerk	John J. Fleissner	Feb. 8, 1909	June 18, 1910	900 00
Abstractor	Samuel Sweetbaum	Feb. 15, 1911	July 1, 1911	1,200 00
Abstractor	Nathan Danziger	June 5, 1911	Dec. 23, 1911	1,200 00
Abstractor	William Flatto	Jan. 10, 1911	Jan. 10, 1911	1,200 00
Abstractor	Samuel Goldman	Jan. 10, 1911	Jan. 10, 1911	1,200 00
Abstractor	J. Bleecker Miller	April 1, 1911	April 1, 1911	1,200 00
Abstractor	Louis Sanders	Jan. 16, 1911	Mar. 23, 1911	1,200 00
Abstractor	William Bischof	Jan. 10, 1911	Jan. 10, 1911	1,200 00
Abstractor	Charles Bisberg	Jan. 10, 1911	Jan. 10, 1911	1,200 00
Abstractor	S. G. Goldstein	Jan. 12, 1911	Jan. 12, 1911	1,200 00
Abstractor	Joseph S. Israel	Jan. 10, 1911	Nov. 1, 1911	1,200 00
Abstractor	Herman B. Kahn	Jan. 12, 1911	Jan. 12, 1911	1,200 00
Abstractor	Nathan Spertell	Jan. 18, 1911	Aug. 1, 1911	1,200 00
Abstractor	William A. Gedney	Jan. 12, 1911	Jan. 12, 1911	1,200 00
Abstractor	Maurice E. Serling	July 17, 1911	Dec. 1, 1911	1,200 00
Abstractor	Samuel Lipschutz	Feb. 23, 1911	June 1, 1911	1,200 00
Abstractor	Gustave Morris	Jan. 18, 1911	Jan. 18, 1911	1,200 00
Abstractor	Edward J. Quinn	Jan. 16, 1911	Jan. 16, 1911	1,200 00
Abstractor	Samuel Levine	Jan. 16, 1911	Jan. 16, 1911	1,200 00
Abstractor	Harry Check	June 27, 1910	Feb. 15, 1911	1,200 00
Abstractor	Michael H. Wolfe	Feb. 23, 1911	Feb. 23, 1911	1,200 00
Abstractor	James A. Hanley	Feb. 23, 1911	Feb. 23, 1911	1,200 00
Abstractor	Louis H. Bernstein	Jan. 16, 1911	Mar. 6, 1911	1,200 00
Abstractor	Abraham Lipfeld	Jan. 18, 1911	Mar. 6, 1911	1,200 00
Abstractor	Joseph T. McGill	Jan. 18, 1911	Mar. 6, 1911	1,200 00
Abstractor	Adolf Schwarz	Jan. 18, 1911	Mar. 6, 1911	1,200 00
Abstractor	Philip Rusgo	Mar. 23, 1911	Mar. 23, 1911	1,200 00
Abstractor	Edward R. Shultz	July 17, 1911	Jan. 1, 1912	1,200 00
Abstractor	Lazarus Reit	July 17, 1911	May 1, 1912	1,200 00
Abstractor	Victor S. Pavis	Dec. 20, 1911	May 1, 1912	1,200 00
Abstractor	Gustave Posner	Jan. 12, 1911	Mar. 15, 1912	1,200 00
Abstractor	Jacob Feld	Feb. 15, 1911	April 15, 1912	1,200 00
Abstractor	Julius L. Wolff	June 6, 1911	Feb. 1, 1912	1,200 00
Abstractor	Reuben Berensen	Mar. 23, 1911	April 1, 1912	1,200 00
Abstractor	Murray B. Rose	Oct. 6, 1911	June 1, 1912	1,200 00
Abstractor	Herman Schmeidler	Feb. 19, 1912	Oct. 3, 1912	1,200 00

NEW YORK COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	REGISTER — (*continued*)			
	COMPETITIVE CLASS — (*continued*)			
Abstractor	Herman Rosenblith	April 25, 1912	Oct. 15, 1912	$1,200 00
Abstractor	Thomas I. Minahan	Aug. 1, 1911	Feb. 1, 1912	1,200 00
Abstractor	Samuel Wohlstetter	Feb. 15, 1911	April 15, 1912	1,200 00
Abstractor	Joseph J. Kazinn	Feb. 15, 1911	April 1, 1912	1,200 00
Abstractor	Charles L. Miller	April 15, 1912	Aug. 1, 1912	1,200 00
Abstractor	Henry Zlinkoff	Mar. 18, 1912	Sept. 1, 1912	1,200 00
Abstractor	John E. Cannon	Jan. 8, 1912	May 1, 1912	1,200 00
Abstractor	Joseph S. Kulkin	April 25, 1912	Nov. 1, 1912	1,200 00
Abstractor	Benjamin Steinberg	Dec. 11, 1911	April 15, 1912	1,200 00
Abstractor	Herman J. Fliederblum	May 13, 1912	Oct. 17, 1912	1,200 00
Verifier	John F. Ahearn	May 13, 1912	May 13, 1912	1,000 00
Verifier	Benjamin Gorlitzer	May 22, 1912	May 22, 1912	1,000 00
Verifier	Jacob F. Hohenstein	Aug. 1, 1912	Aug. 1, 1912	1,000 00
Verifier	Charles Hollender	May 20, 1912	May 20, 1912	1,000 00
Verifier	Charles N. Horstman	Oct. 7, 1912	Oct. 7, 1912	1,000 00
Verifier	Samuel Lemler	Oct. 23, 1912	Oct. 23, 1912	1,000 00
Verifier	Alfred S. Martin	April 25, 1912	April 25, 1912	1,000 00
Verifier	Joseph Monsky	April 25, 1912	April 25, 1912	1,000 00
Verifier	Isidore A. Schiller	Sept. 23, 1912	Sept. 23, 1912	1,000 00
Verifier	John L. Simmons	April 8, 1912	April 8, 1912	1,000 00
Verifier	Louis Solomon	Nov. 18, 1912	Nov. 18, 1912	1,000 00
Recording clerk	David Altman	June 12, 1905	June 12, 1905	5 cents per folio.
Recording clerk	Harry Bernstein	Dec. 21, 1909	Dec. 21, 1909	5 cents per folio.
Recording clerk	Julius Blumenbach	Jan. 1, 1898	Jan. 1, 1898	5 cents per folio.
Recording clerk	Peter F. Callahan	May 10, 1905	May 10, 1905	5 cents per folio.
Recording clerk	James J. Cunningham	July 10, 1905	July 10, 1905	5 cents per folio.
Recording clerk	Joseph E. Dickers	Mar. 16, 1898	Mar. 16, 1898	5 cents per folio.

Recording clerk	Michael J. Dougherty	July 10, 1905	July 10, 1905	5 cents per folio.
Recording clerk	William J. Dougherty	Jan. 1, 1898	Jan. 1, 1898	5 cents per folio.
Recording clerk	Morris Durst	May 15, 1905	May 15, 1905	5 cents per folio.
Recording clerk	Reuben Fishman	Jan. 4, 1905	Jan. 4, 1905	5 cents per folio.
Recording clerk	William H. Foster	June 27, 1905	June 27, 1905	5 cents per folio.
Recording clerk	Ernest Gloeckler	June 15, 1900	June 15, 1900	5 cents per folio.
Recording clerk	Alexander Goldfogle	Jan. 1, 1898	Jan. 1, 1898	5 cents per folio.
Recording clerk	David Grossman	Oct. 17, 1906	Oct. 17, 1906	5 cents per folio.
Recording clerk	John Hand	June 15, 1900	June 15, 1900	5 cents per folio.
Recording clerk	Barney Jacobs	May 10, 1905	May 10, 1905	5 cents per folio.
Recording clerk	S. J. T. Johannsen	Sept. 25, 1899	Sept. 25, 1899	5 cents per folio.
Recording clerk	William H. Johnston	Jan. 26, 1899	Jan. 26, 1899	5 cents per folio.
Recording clerk	George Levy	Mar. 15, 1899	Mar. 15, 1899	5 cents per folio.
Recording clerk	Louis L. Levey	Oct. 24, 1899	Oct. 24, 1899	5 cents per folio.
Recording clerk	Charles J. McCormick	June 13, 1905	June 13, 1905	5 cents per folio.
Recording clerk	Samuel Neufeld	Jan. 24, 1898	Jan. 24, 1898	5 cents per folio.
Recording clerk	Joseph O'Donnell	Aug. 18, 1905	Aug. 18, 1905	5 cents per folio.
Recording clerk	Samuel M. Rosenthal	May 10, 1905	May 10, 1905	5 cents per folio.
Recording clerk	Abraham Silberstein	Jan. 1, 1898	Jan. 1, 1898	5 cents per folio.
Recording clerk	Samuel J. Sewell	Jan. 27, 1899	Jan. 27, 1899	5 cents per folio.
Recording clerk	David D. Weinberger	Oct. 30, 1905	Oct. 30, 1905	5 cents per folio.
Custodian	George J. Thompson	Jan. 9, 1899	Jan. 4, 1901	$1,500 00
Custodian	William Hart	Jan. 1, 1898	Jan. 1, 1898	1,200 00
Custodian	John Hernan	Jan. 1, 1898	Jan. 1, 1898	1,200 00
Custodian	Joseph T. Coyle	Nov. 29, 1899	Nov. 29, 1899	1,200 00
Custodian	John W. Gerety	Jan. 3, 1898	Jan. 3, 1898	1,200 00
Custodian	William Whitman	Oct. 1, 1898	Mar. 1, 1910	1,200 00
Custodian	Christopher Henry	Oct. 20, 1898	July 1, 1910	1,200 00
Custodian	Moses Rubinsky	Mar. 15, 1910	Mar. 15, 1910	1,200 00
Custodian	Nathan Rhein	May 28, 1900	Jan. 1, 1911	1,200 00
Custodian	John J. Moloney	Jan. 1, 1898	Jan. 1, 1911	1,200 00
Custodian	John J. Farnan	Feb. 19, 1900	Jan. 1, 1911	1,200 00
Custodian	Edward J. Lonergan	April 10, 1905	Jan. 1, 1911	1,200 00
Custodian	Thomas Keane	Dec. 30, 1905	Jan. 1, 1911	1,200 00
Custodian	Bernard Weisburg	Sept. 28, 1911	Sept. 28, 1911	1,200 00
Custodian	Adolph Jacobs	Oct. 13, 1898	Jan. 23, 1911	1,200 00
Custodian	John Zahn	Jan. 13, 1898	Mar. 14, 1911	1,200 00

NEW YORK COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	REGISTER — (*continued*)			
	COMPETITIVE CLASS — (*continued*)			
Custodian	Harold R. Jackson	Oct. 2, 1911	Oct. 2, 1911	$1,000 00
Custodian	William Gittleson	Mar. 12, 1912	Mar. 12, 1912	1,000 00
Bookbinder	James Shannessy	June 29, 1895	June 29, 1895	1,200 00
Bookbinder	William H. Levett	May 5, 1890	May 5, 1890	1,080 00
Bookbinder	George C. Petersen	Mar. 12, 1912	Mar. 12, 1912	1,080 00
Stenographer	Solomon M. Reeves	April 1, 1912	April 1, 1912	1,200 00
Typewriter copyist	Frank A. Broberg	Nov. 1, 1908	Nov. 1, 1908	5 cents per folio.
Typewriter copyist	Isaac Dukore	Mar. 15, 1910	Mar. 15, 1910	5 cents per folio.
Typewriter copyist	Clifford C. Van Alst	Feb. 14, 1910	Feb. 14, 1910	5 cents per folio.
Messenger	Benjamin Hirsch	Jan. 1, 1898	Jan. 1, 1898	$1,500 00

NIAGARA COUNTY

COUNTY JUDGE AND SURROGATE

UNCLASSIFIED SERVICE

County judge and surrogate	Charles Hickey	Jan. 1, 1911	Jan. 1, 1911	.....

EXEMPT CLASS

Clerk	Howard C. Townsend	Jan. 1, 1911	Jan. 1, 1911	1,200 00
Stenographer	John E. Deasy	Jan. 1, 1896	Jan. 1, 1896	1,800 00

COMPETITIVE CLASS

Assistant clerk	Elizabeth E. Tenbrook	May 1, 1896	May 1, 1896	900 00

BOARD OF ELECTIONS

UNCLASSIFIED SERVICE

Commissioner	Dow Vroman	Aug. 1, 1911	Aug. 1, 1911	.....
Commissioner	Robert J. Moore	Aug. 1, 1911	Aug. 1, 1911	.....

EXEMPT CLASS

Chief clerk	Glenn M. McConnell	Aug. 12, 1911	Aug. 12, 1911	900 00
Stenographer	Charles A. Kandt	Aug. 12, 1911	May 1, 1912	900 00

COUNTY CLERK

UNCLASSIFIED SERVICE

County clerk and registrar	Thomas T. Feeley	Jan. 1, 1911	Jan. 1, 1911	3,000 00

EXEMPT CLASS

Deputy county clerk	T. F. Tracey	Jan. 1, 1911	Jan. 1, 1911	1,500 00

COMPETITIVE CLASS

Superintendent of recording room and index clerk	Elizabeth Flynn	Jan. 1, 1908	Jan. 1, 1908	$12 per week.
Search clerk	Frances M. Mulligan	Jan. 1, 1908	Jan. 1, 1908	12 per week.
Assistant search clerk	M. Frances Goggin	Jan. 1, 1908	Jan. 1, 1908	12 per week.
Clerk, cashier and bookkeeper	Edward H. McCarthy	Feb. 1, 1912	Feb. 1, 1912	12 per week.
Typewriter clerk	Franklin H. Fogal	July 1, 1912	July 1, 1912	15 per week.
Clerk and copyist	Mae M. Niehouse	Jan. 22, 1912	Mar. 4, 1912	10 per week.
Mortgage tax clerk	Joseph J. McDonnell	Feb. —, 1909	Feb. —, 1909	$1,000 00
Special deputy clerk	George W. Riley	Sept. 1, 1911	Sept. 1, 1911	900 00
Recording clerk	Blanche Spalding	Jan. 1, 1908	Jan. 1, 1908	$10 per week.
Recording clerk	Florence McCarthy	Jan. 1, 1908	Jan. 1, 1908	10 per week.
Recording clerk	Anastasia Welch	Jan. 1, 1908	Jan. 1, 1908	10 per week.
Recording clerk	Helen Quinn	Jan. 1, 1908	Jan. 1, 1908	10 per week.
Recording clerk	Agnes G. Burnes	Jan. 1, 1908	Jan. 1, 1908	10 per week.

BOARD OF SUPERVISORS

UNCLASSIFIED SERVICE

Clerk	Frederick H. Krull	.....	.....	.....

NIAGARA COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
BOARD OF SUPERVISORS — (*continued*)				
COMPETITIVE CLASS				
Superintendent of highways	Thomas M. Brennan	April 15, 1909	April 15, 1909	$1,400 00
Sealer of weights and measures	Edward M. Coyle	May 11, 1911	May 11, 1911	1,000 00
DISTRICT ATTORNEY				
UNCLASSIFIED SERVICE				
District attorney	Fred M. Ackerson	Jan. 1, 1908	Jan. 1, 1908	3,400 00
EXEMPT CLASS				
Assistant district attorney	Burt A. Duquette	Jan. 1, 1908	Jan. 1, 1908	1,700 00
Stenographer to the grand jury	David B. Mecorney	Jan. 1, 1909	Jan. 1, 1909	1,400 00
SHERIFF				
UNCLASSIFIED SERVICE				
Sheriff	Dennis W. Daly	Jan. 1, 1912	Jan. 1, 1912	.....
EMPLOYEES NOT SUBJECT TO EXAMINATION: (FLAHERTY VS. STATE CIVIL SERVICE COMMISSION)				
Under sheriff	John H. Bollier	Jan. 1, 1909	Jan. 1, 1909	1,500 00
Clerk to sheriff	James E. Clifford	Jan. 10, 1912	Jan. 10, 1912	1,200 00
Deputy clerk	William H. Lee	Jan. 12, 1912	Jan. 12, 1912	900 00
Criminal deputy	Charles F. Rickert	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Deputy	Daniel W. Lillis	Oct. 1, 1909	Oct. 1, 1909	780 00
Deputy	Vincent Molyneaux	Jan. 1, 1912	Jan. 1, 1912	1,000 00
Commissary	Jeremiah Tracey	Jan. 1, 1909	Jan. 1, 1909	780 00
Jailer	Edward J. Miller	Jan. 1, 1909	Jan. 1, 1909	1,000 00
Janitor, court house	Warren Welsh	Jan. 1, 1909	Jan. 1, 1909	1,000 00

Assistant janitor, court house	John Murphy	Jan. 1, 1912	Jan. 1, 1912	720 00
Janitor, jail	Charles D. Minard	Jan. 1, 1909	Jan. 1, 1909	780 00
Night jailer	Thomas O'Keefe	Jan. 1, 1912	Jan. 1, 1912	780 00
Guard, chain gang	James J. Sullivan	Jan. 1, 1909	Jan. 1, 1909	$2 50 per day.
Guard, chain gang	Michael W. Kilroy	Jan. 1, 1909	Jan. 1, 1909	2 50 per day.
Messenger	John Prast	April —, 1910	April —, 1910	$600 00
Janitress	Grace Hill	Aug. 12, 1911	Aug. 12, 1911	$10 per week.
Matron at jail	Rose Daly	Jan. 1, 1912	Jan. 1, 1912	2 per day.

TREASURER

Unclassified Service

Treasurer	Emmett E. Clancy	Jan. 1, 1912	Jan. 1, 1912	$2,000 00

Exempt Class

Deputy	Anna M. Harmony	Jan. 1, 1909	Jan. 1, 1909	1,500 00

Competitive Class

Clerk	Harold H. White	—— —, 1907	—— —, 1907	Per diem.
Clerk	Lizzie T. Harmony	—— —, 1900	—— —, 1900	Per diem.
Clerk and typewriter	Irene Huston	Jan. —, 1909	Jan. —, 1909	Per diem.

SUPERINTENDENT OF THE POOR

Unclassified Service

Superintendent	A. C. Bigalow	.....	.....	.....

Exempt Class

Physician	M. H. Cole	Feb. 7, 1908	Feb. 7, 1908	$400 00
Matron (wife of superintendent)	Mrs. A. C. Bigalow	April 15, 1907	April 15, 1907	500 00

Competitive Class

Assistant matron	Eliza Walsh	Sept. 1, 1908	Sept. 1, 1908	300 00
Nurse	Elda Hazzard	Oct. 3, 1912	Oct. 3, 1912	480 00

ONEIDA COUNTY

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
BOARD OF ELECTIONS				
UNCLASSIFIED SERVICE				
Commissioner	Ward B. Edwards	Aug. 4, 1911	Aug. 4, 1911	$1,500 00
Commissioner	W. J. Bennett	Jan. 1, 1913	Jan. 1, 1913	1,500 00
EXEMPT CLASS				
Chief clerk	Frank W. Graham	Feb. 1, 1912	Feb. 1, 1912	1,080 00
Chief clerk	Joseph E. Allen	Aug. 4, 1911	Jan. 1, 1913	1,080 00
Chief clerk	Matthew J. Kelly	Jan. 1, 1913	Jan. 1, 1913	900 00
Confidential stenographer	Marguerite R. Moulton	Aug. 4, 1911	Aug. 4, 1911	900 00
COMMISSIONER OF JURORS				
UNCLASSIFIED SERVICE				
Commissioner of jurors	Edward M. Marson	Jan. 1, 1910	Jan. 1, 1910	1,500 00
EXEMPT CLASS				
Assistant commissioner	Chauncey J. Williams	Nov. 9, 1911	Nov. 9, 1911	1,200 00
COMPETITIVE CLASS				
Clerk and stenographer	Mary E. Jones	Jan. 16, 1911	Jan. 16, 1911	800 00
CORONER				
UNCLASSIFIED SERVICE				
Coroner	John D. Shipman	Jan. 1, 1911	Jan. 1, 1911	.....
Coroner	Price Lewis	Jan. 1, 1912	Jan. 1, 1912	.....
Coroner	Gilbert N. Lehr	Jan. 1, 1910	Jan. 1, 1910	.....
Coroner	Robert Dodd	Jan. 1, 1911	Jan. 1, 1911	.....

SUPERINTENDENT OF THE POOR

UNCLASSIFIED SERVICE

Superintendent	C. J. Alder	Jan.	1, 1913	Jan.	1, 1913	.....

EXEMPT CLASS

Matron (wife of superintendent)	Mary C. Alder	Jan.	1, 1913	Jan.	1, 1913	600 00

COMPETITIVE CLASS

Physician	James H. Whaley	Dec.	1, 1910	Dec.	1, 1910	460 00
Keeper	F. C. York	Jan.	1, 1910	Jan.	1, 1910	660 00
Assistant matron	Ida McAndrews	Jan.	1, 1907	Jan.	1, 1907	360 00
Farm superintendent	Burt G. Alvord	July	8, 1912	July	8, 1912	420 00
Engineer	Rodney Kent	Jan.	1, 1907	Jan.	1, 1907	600 00
Night watchman	Amariah J. Grant	June	1, 1912	June	1, 1912	480 00

COUNTY CLERK

UNCLASSIFIED SERVICE

County clerk	Charles A. G. Scothon	Jan.	1, 1909	Jan.	1, 1909	.....

COMPETITIVE CLASS

Janitor	Albert O. Coon	Nov.	1, 1909	Nov.	1, 1909	600 00

COUNTY COURT

UNCLASSIFIED SERVICE

County judge	Frederick H. Hazard	Jan.	1, 1911	Jan.	1, 1911	.....
Special county judge	Walter G. Shankenberg	Jan.	1, 1908	Jan.	1, 1908	.....

COMPETITIVE CLASS

Court stenographer	Louis M. Ballister	June	1, 1905	June	1, 1905	1,500 00
Court crier	John S. Aitken	June	1, 1905	June	1, 1905	$3 per day.
Probation officer	David W. Morris	Mar.	2, 1910	Mar.	2, 1910	$1,200 00

ONEIDA COUNTY — *(continued)*

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
DISTRICT ATTORNEY				
UNCLASSIFIED SERVICE				
District attorney	Bradley Fuller	Jan. 1, 1911	Jan. 1, 1911	$3,000 00
EXEMPT CLASS				
Assistant district attorney	William R. Lee	Jan. 1, 1911	Jan. 1, 1911	1,800 00
Stenographer to grand jury	Mary C. Halsey	Sept. 22, 1911	Sept. 22, 1911	1,000 00
County detective	William H. Reese	June 16, 1908	June 16, 1908	1,800 00
SHERIFF				
UNCLASSIFIED SERVICE				
Sheriff	William T. Donnelley	Jan. 1, 1913	Jan. 1, 1913	.....
EXEMPT CLASS				
Counsel	F. J. Sisson	Jan. 1, 1913	Jan. 1, 1913	1,200 00
EMPLOYEES NOT SUBJECT TO EXAMINATION: (FLAHERTY VS. STATE CIVIL SERVICE COMMISSION)				
Under sheriff	E. E. Donohue	Jan. 1, 1913	Jan. 1, 1913	1,200 00
Criminal deputy	A. O. Gray	Jan. 1, 1913	Jan. 1, 1913	1,200 00
Deputy	William Ellis	Jan. 1, 1913	Jan. 1, 1913	800 00
Deputy	William Loomis	Jan. 1, 1913	Jan. 1, 1913	200 00
Deputy	John Waters	Jan. 1, 1913	Jan. 1, 1913	200 00
Deputy	Frank Roberts	Jan. 1, 1913	Jan. 1, 1913	200 00
Deputy	Romeyn Vaughn	Jan. 1, 1913	Jan. 1, 1913	200 00
Deputy	Edward Pegnum	Jan. 1, 1913	Jan. 1, 1913	200 00
Deputy	Thomas B. Smith	Jan. 1, 1913	Jan. 1, 1913	200 00
Jailer (Utica)	N. Merna	Jan. 1, 1913	Jan. 1, 1913	800 00
Jailer (Rome)	J. Collins	Jan. 1, 1913	Jan. 1, 1913	800 00

Watchman	J. J. Edgar	Jan. 1, 1913	Jan. 1, 1913	$2 per day.
Watchman	D. Sullivan	Jan. 1, 1913	Jan. 1, 1913	2 per day.
Watchman	William Smith	Jan. 1, 1913	Jan. 1, 1913	2 per day.

SURROGATE

UNCLASSIFIED SERVICE

Surrogate	Michael H. Sexton	Jan. 1, 1907	Jan. 1, 1907	.....

EXEMPT CLASS

Clerk of the court	Alfred J. Dutcher	Jan. 1, 1907	Jan. 1, 1907	$1,800 00

COMPETITIVE CLASS

Stenographer	Charles A. Jewett	Jan. 1, 1908	Jan. 1, 1908	1,800 00
Clerk	John S. Schwarz	Jan. 1, 1907	Jan. 1, 1907	1,500 00
Assistant transfer tax clerk	A. May Fulmer	Jan. 20, 1908	Jan. 20, 1908	600 00
Assistant transfer tax clerk	Agnes E. Farley	Jan. 20, 1908	Jan. 20, 1908	600 00

BOARD OF SUPERVISORS

UNCLASSIFIED SERVICE

Clerk to board	A. L. McAdam	Feb. 14, 1912	Feb. 14, 1912	.....
Superintendent of court house	Fred M. Schell	Feb. 14, 1912	Feb. 14, 1912	1,200 00
Assistant clerk	A. Stanley Hughes	Feb. 14, 1912	Feb. 14, 1912	1,000 00
Messenger	Raymond C. Spencer	Feb. 14, 1912	Feb. 14, 1912	.....
Reading clerk	James E. Bird	Feb. 14, 1912	Feb. 14, 1912	.....

EXEMPT CLASS

Attorney	H. J. Cookinham	Feb. 14, 1912	Feb. 14, 1912	1,500 00
Jail physician (Rome)	H. J. Teller	Feb. 14, 1912	Feb. 14, 1912	.....
Jail physician (Utica)	F. Robertaccio	Feb. 14, 1912	Feb. 14, 1912	.....

COMPETITIVE CLASS

Sealer of weights and measures	David A. Pierce	Dec. 1, 1910	Dec. 1, 1910	2,200 00
Superintendent of highways	Arthur O'Brien	Mar. 8, 1912	Mar. 8, 1912	2,400 00
Axeman	Peter Sisti	May 25, 1912	May 25, 1912	$2 50 per day.

ONEIDA COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
BOARD OF SUPERVISORS — (*continued*)				
COMPETITIVE CLASS — (*continued*)				
Janitor	Calvin Link	Jan. 1, 1909	Jan. 1, 1909	$600 00
Assistant janitor	Patrick Collins	Jan. 1, 1909	Jan. 1, 1909	600 00
Telephone operator	Carrie Hatch	July 17, 1908	July 17, 1908	$12 per week.
Telephone operator	Nappy Donohoe	June 6, 1910	June 6, 1910	12 per week.
COMPTROLLER				
UNCLASSIFIED SERVICE				
Comptroller	J. H. Carroll	Jan. 1, 1911	Jan. 1, 1911	$2,500 00
EXEMPT CLASS				
Deputy comptroller	Thomas F. O'Reilly	Mar. 11, 1911	Mar. 11, 1911	1,500 00
Confidential stenographer	Nella Sweeney	Dec. 26, 1911	Dec. 26, 1911	800 00
TREASURER				
UNCLASSIFIED SERVICE				
Treasurer	James T. Somers	Jan. 1, 1909	Jan. 1, 1909	4,500 00
EXEMPT CLASS				
Deputy	M. V. Whitton	Jan. 1, 1909	Jan. 1, 1909	2,000 00
ONONDAGA COUNTY				
COMMISSIONER OF JURORS				
UNCLASSIFIED SERVICE				
Commissioner	A. T. Armstrong	May 1, 1903	May 1, 1903	2,000 00

COMPETITIVE CLASS

Stenographer and clerk	Gertrude M. Walter	June 1, 1906	June 1, 1906	300 00
Clerk	W. T. Collin	July 1, 1905	July 1, 1905	$2 per day.
Stenographer	T. H. Ettingshaus	July 1, 1905	July 1, 1905	$7 per week

COUNTY CLERK

UNCLASSIFIED SERVICE

County clerk	Henry S. Whitney	Jan. —, 1901	Jan. 1, 1913	$4,000 00

EXEMPT CLASS

Deputy clerk	Charles J. Clarke	July —, 1900	June 1, 1908	1,800 00
Deputy clerk	Ludwig Trage	Jan. 1, 1907	Jan. 1, 1913	1,800 00

COMPETITIVE CLASS

Special deputy clerk	George Baxter	—— —, 1900	—— —, 1900	1,200 00
Special deputy clerk	Arthur C. Mead	Oct. 1, 1907	Oct. 1, 1907	1,200 00
Special deputy clerk	Ralph K. Doran	Oct. 1, 1908	Oct. 1, 1908	1,200 00
Cashier	John H. Forey	Sept. 1, 1912	Sept. 1, 1912	1,000 00
Chattel mortgage clerk	James B. Emerick	Mar. 9, 1908	Mar. 9, 1908	1,200 00
Assistant chattel mortgage clerk	Rodman T. Odell	Oct. —, 1901	Jan. 1, 1907	840 00
Abstract clerk	Charles H. Schlosser	Jan. —, 1896	Jan. —, 1896	1,800 00
Abstract clerk	Lawrence F. Hogan	Mar. 7, 1906	Mar. 7, 1906	Fees.
Abstract clerk	John Bates	April 17, 1906	April 17, 1906	Fees.
Abstract clerk	John Y. Andrews	Jan. —, 1898	Dec. 18, 1906	Fees.
Abstract clerk	Robert M. Snow	Jan. 1, 1907	Jan. 1, 1907	Fees.
Index clerk	Carrie C. Doll	Jan. —, 1871	Jan. —, 1871	$1,000 00
Index clerk	Belle C. Grumback	Mar. —, 1884	Nov. 1, 1912	900 00
Judgment clerk	Mary A. O'Neill	Feb. —, 1886	Feb. —, 1886	900 00
Delivery clerk	Emma K. Callanen	Nov. —, 1902	April 1, 1908	840 00
Clerk	Anna M. Hopstein	Feb. —, 1883	Jan. 1, 1907	840 00
Clerk	Mary A. Kinne	June —, 1890	Jan. 1, 1907	840 00
Clerk	Elizabeth G. Dowling	Oct. 1, 1908	July 1, 1912	840 00
Clerk	S. Pearl Owen	Feb. 1, 1908	Nov. 1, 1912	840 00
Recording clerk	Margaret Barrett	Aug. —, 1902	Aug. —, 1902	660 00
Recording clerk	Mary C. Rogers	April —, 1901	Aug. 1, 1906	660 00

ONONDAGA COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COUNTY CLERK — (*continued*)				
COMPETITIVE CLASS — (*continued*)				
Recorder	Ella Greenberg	June 6, 1910	June 6, 1910	$660 00
Recorder	Anna M. Tubbert	Dec. 1, 1910	Dec. 1, 1910	660 00
Recorder	Harriet H. Swift	Oct. 1, 1911	Oct. 1, 1911	660 00
Typewriter copyist	Marjorie G. Cox	May 7, 1911	May 7, 1911	660 00
Typewriter copyist	Nellie C. Cahill	Aug. 1, 1912	Aug. 1, 1912	660 00
Typewriter copyist	Pearl Pearsall	Nov. 1, 1912	Nov. 1, 1912	660 00
Typewriter copyist	Florence L. Schiller	Mar. 1, 1912	Mar. 1, 1912	660 00
BOARD OF ELECTIONS				
UNCLASSIFIED SERVICE				
Commissioner	Seth D. Baker	June 1, 1908	June 1, 1908	2,000 00
Commissioner	George H. Slocum	July 28, 1911	July 28, 1911	2,000 00
EXEMPT CLASS				
Chief clerk	Sarah M. Potter	June 10, 1908	June 10, 1908	1,000 00
COURT HOUSE				
EXEMPT CLASS				
Superintendent	Joseph B. Fisher	April 15, 1906	April 15, 1906	2,000 00
COMPETITIVE CLASS				
Foreman	Herbert J. Reith	Aug. 1, 1906	Aug. 1, 1906	900 00
Chief engineer	Harry Bache	Sept. 1, 1906	Sept. 1, 1906	1,320 00
Assistant engineer	Thomas H. Ruston	Dec. 24, 1906	Dec. 24, 1906	$21 per week.
Assistant engineer	John H. Notley	June 1, 1907	June 1, 1907	21 per week.
Assistant engineer	William H. Kruse	June 10, 1907	Nov. 1, 1912	21 per week.

Fireman	Daniel Morrisey	Nov. 1, 1906	Nov. 1, 1906	18 per week.
Fireman	Edwin Yarwood	Oct. 8, 1908	Oct. 8, 1908	18 per week.
Elevator conductor	Jacob Schank	Jan. 1, 1907	Jan. 1, 1907	$720 00
Elevator conductor	Frank J. Brown	Oct. 21, 1907	Oct. 21, 1907	720 00
Elevator conductor	Milo Rosenthal	Dec. 17, 1907	Dec. 17, 1907	720 00
Elevator conductor	George J. Hite	Oct. 12, 1910	Oct. 12, 1910	720 00
Watchman	John G. Ranney	Dec. 19, 1906	Dec. 19, 1906	720 00

COUNTY COURT

UNCLASSIFIED SERVICE

County judge	William M. Ross	Jan. 1, 1901	Jan. 1, 1901	.....

EXEMPT CLASS

Confidential clerk and stenographer to grand jury	John H. Wilson	—— —, 1899	Jan. 2, 1895	.....

COMPETITIVE CLASS

Court crier	William J. Anderson	Jan. 22, 1897	Jan. 22, 1897	$3 per day.

CORONER

UNCLASSIFIED SERVICE

Coroner	George R. Kinne	Jan. 1, 1910	Jan. 1, 1910	$1,500 00
Coroner's physician	W. Y. Bliss	Dec. 1, 1904	Dec. 1, 1904	300 00
Coroner's physician	Archer D. Babcock	Dec. 1, 1904	Dec. 1, 1904	300 00
Coroner's physician	B. F. Chase	Dec. 1, 1904	Dec. 1, 1904	300 00

DISTRICT ATTORNEY

UNCLASSIFIED SERVICE

District attorney	Geo. H. Bond	Jan. 1, 1911	Jan. 1, 1911	3,700 00

EXEMPT CLASS

First assistant district attorney	George W. Standen	Jan. 1, 1905	Jan. 1, 1905	2,000 00
Second assistant district attorney	Edward D. Chapman	Jan. 1, 1908	Jan. 1, 1908	1,500 00
Third assistant district attorney	John N. Mosher	Mar. 1, 1909	Mar. 1, 1909	1,800 00
Confidential clerk	John N. Ardner	Jan. 1, 1908	Jan. 1, 1908	1,600 00

ONONDAGA COUNTY — *continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	LAW LIBRARY			
	COMPETITIVE CLASS			
Librarian	George N. Cheney	July 11, 1904	July 11, 1904	$3,000 00
Assistant librarian and messenger	Frank L. Morgan	Nov. 17, 1886	Nov. 17, 1886	1,200 00
Stenographer and indexer	Jessie L. Hood	May 20, 1907	May 20, 1907	720 00
Clerk	Herman G. Weiskotten	Nov. 28, 1900	Nov. 28, 1900	$1 60 per day.
	PENITENTIARY			
	EXEMPT CLASS			
Superintendent	John S. Markell	Jan. 1, 1910	Jan. 1, 1910	$2,000 00
Deputy superintendent	Irving J. Broad	Mar. 4, 1907	Mar. 4, 1907	1,400 00
Cashier	Leonardo D. V. Smith	Jan. 1, 1911	Jan. 1, 1911	900 00
Chaplain	Rev. Patrick Sloan	Feb. 3, 1912	Feb. 3, 1912	200 00
Chaplain	J. B. Beadle	Jan. 1, 1911	Jan. 1, 1911	200 00
Inspector	A. L. Somers	Jan. 1, 1905	Jan. 1, 1905	100 00
Inspector	W. W. Estey	Dec. 19, 1911	Dec. 19, 1911	100 00
Inspector	A. T. Hussey	Dec. 19, 1911	Dec. 19, 1911	100 00
Organist	Mabel Beadle	Jan. 27, 1912	Jan. 27, 1912	50 00
	COMPETITIVE CLASS			
Quarry superintendent	Patrick Burke	Nov. 1, 1901	Nov. 1, 1901	1,080 00
Clerk	James R. Higgs	June 18, 1895	June 18, 1895	1,080 00
Electrical engineer	William J. Hart, Jr	Nov. 1, 1901	Nov. 1, 1901	1,080 00
Machinist	Charles F. Wurpel	Nov. 1, 1901	Nov. 1, 1901	1,080 00
Assistant steam engineer	Charles J. Puffett	Mar. 21, 1911	May 16, 1911	765 00
Keeper	Harry B. Nicolls	Feb. 1, 1895	Feb. 1, 1895	840 00
Keeper	Herbert B. Whiting	Jan. 26, 1898	Jan. 26, 1898	840 00
Keeper	Jacob Stemmler	Feb. 19, 1898	Feb. 19, 1898	840 00

Keeper	John J. Whalen	Mar. 24, 1902	Mar. 24, 1902	840 00
Keeper	Charles E. Dinon	June 4, 1905	June 4, 1905	840 00
Keeper	William F. Cook	June 27, 1904	June 27, 1904	840 00
Keeper	Daniel Leary, Jr	Oct. 1, 1906	Oct. 1, 1906	840 00
Keeper	Philip Hauenstein	—— —, 1895	—— —, 1895	840 00
Keeper	William Storms	June 11, 1901	June 11, 1901	840 00
Keeper	John Crowley	Jan. 20, 1907	June 1, 1909	840 00
Keeper	Henry P. Carroll	July 1, 1909	July 1, 1909	840 00
Keeper	William J. Henderson	Mar. 8, 1910	Mar. 8, 1910	840 00
Keeper	Jerry J. Clancy	June 13, 1910	June 13, 1910	840 00
Keeper	Roscoe Stanard	June 13, 1910	June 13, 1910	720 00
Keeper	Charles O. Young	June 12, 1911	June 12, 1911	720 00
Keeper	Frederick W. Shafer	June 27, 1911	June 27, 1911	720 00
Keeper	Frank M. De Water	June 7, 1912	June 7, 1912	720 00
Keeper	George H. Streever	Mar. 8, 1912	Mar. 8, 1912	720 00
Keeper	Augustus J. Shea	Feb. 8, 1912	Feb. 8, 1912	720 00
Keeper	James C. Olcott	July 19, 1912	July 19, 1912	612 00
Keeper	Henry G. Dixon	Oct. 5, 1911	Oct. 5, 1911	612 00
Keeper	Dominick J. O'Donnell	June 14, 1912	June 14, 1912	612 00
Physician	James H. Paul	Jan. 1, 1909	Jan. 1, 1909	500 00
Matron	Adella Coleman	Jan. 1, 1910	Jan. 1, 1910	420 00
Matron	Hattie E. Arnold	—— —, 1895	—— —, 1895	420 00
Matron	Ida O. Junth	Nov. 27, 1901	Nov. 27, 1901	330 00

SHERIFF

Unclassified Service

Sheriff	James F. Mathews	Jan. 1, 1913	Jan. 1, 1913	4,000 00

Employees not subject to examination: (Flaherty vs. State Civil Service Commission)

Under sheriff	M. W. O'Brien	Jan. 1, 1913	Jan. 1, 1913	1,750 00
First deputy sheriff	John C. Kratz	Jan. 1, 1910	Jan. 1, 1913	1,200 00
Second deputy sheriff	William H. Turner	Jan. 1, 1910	Feb. 12, 1912	1,000 00
Third deputy sheriff	Frank McGarry	Jan. 1, 1913	Jan. 1, 1913	750 00
Deputy sheriff	Louis H. Kruger	Jan. 1, 1910	Jan. 1, 1913	900 00
Deputy sheriff	John Greaves	Dec. 1, 1898	Jan. 1, 1913	900 00
Deputy sheriff	Irving A. Freeman	Jan. 1, 1913	Jan. 1, 1913	900 00

ONONDAGA COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
BOARD OF SUPERVISORS				
UNCLASSIFIED SERVICE				
Clerk to board	Ernest R. Deming	Jan. 1, 1908	Jan. 1, 1908	.....
Assistant clerk	Gurtha R. Bitz	Feb. 7, 1908	Feb. 7, 1908	$600 00
EXEMPT CLASS				
County attorney	Herbert L. Smith	July 15, 1907	July 15, 1907	2,500 00
COMPETITIVE CLASS				
Sealer of weights and measures	Andrew Lieber	Dec. 16, 1909	Dec. 16, 1909	1,200 00
Superintendent, placing dependent children	F. A. Grannis	May —, 1906	May —, 1906	1,000 00
Janitor	DeForest Van Epps	Dec. 1, 1904	Dec. 1, 1904	600 00
PURCHASING AGENT				
EXEMPT CLASS				
Purchasing agent	Frank X. Wood	Mar. 5, 1906	Mar. 5, 1906	2,500 00
Deputy	Inez M. Salisbury	Mar. 1, 1908	Mar. 1, 1908	900 00
SUPERINTENDENT OF THE POOR				
UNCLASSIFIED SERVICE				
Superintendent	H. D. Nottingham	Jan. 1, 1906	Jan. 1, 1906	2,000 00
EXEMPT CLASS				
Deputy superintendent	E. L. Loomis	April 1, 1908	April 1, 1908	1,200 00
Keeper	Elmer Van Benthuysen	Aug. 1, 1910	Aug. 1, 1910	2,000 00
Matron	Mrs. Elmer Van Benthuysen	Aug. 1, 1910	Aug. 1, 1910	500 00
Chaplain	Rev. Isaac Fleming	Jan. 1, 1904	Jan. 1, 1904	200 00
Chaplain	Rev. Father Kennedy	Jan. 1, 1904	Jan. 1, 1904	200 00

COMPETITIVE CLASS

Physician	S. Ellis Crane	Oct. 1, 1909	Oct. 1, 1909	1,200 00
Special investigator of alien poor	Zefferino M. Bucci	Jan. 1, 1912	Jan. 1, 1912	900 00
Matron	Nellie Driscoll	Mar. 10, 1910	Mar. 10, 1910	850 00
Engineer	Malvin Fellows	Jan. 14, 1910	Dec. 1, 1911	960 00
First assistant engineer	Squire S. Crysler	Sept. 1, 1893	Jan. 1, 1912	720 00
Second assistant engineer	Frank Clark	April 1, 1907	Jan. 1, 1912	720 00

SUPERINTENDENT OF HIGHWAYS

COMPETITIVE CLASS

Superintendent	Frank E. Bogardus	Mar. 15, 1905	Mar. 15, 1905	2,500 00
Stenographer	Katharine Mulroy	Mar. 2, 1908	Mar. 2, 1908	900 00
Typewriter copyist	Morris H. Mulroy	Feb. 9, 1912	June 12, 1912	600 00
Highway inspector	Charles H. Livingston	June 1, 1909	June 1, 1909	1,400 00
Highway inspector	Herbert J. Stevenson	Aug. 1, 1910	Aug. 1, 1910	1,380 00
Highway inspector	Isaac Pople	Aug. 1, 1910	Aug. 1, 1910	1,200 00
Highway inspector	Raymond C. Pugh	April 1, 1912	April 1, 1912	1,020 00
Highway inspector	Willard H. Peck	April 1, 1912	April 1, 1912	1,020 00
Highway inspector	Thomas A. Power	April 1, 1912	April 1, 1912	1,020 00
Assistant engineer	William H. Snyder	May 15, 1911	May 15, 1911	2,100 00
Leveler	Grove V. Purchase	May 22, 1911	April 1, 1912	1,320 00
Leveler	Philip K. Lighthall	June 6, 1911	April 1, 1912	1,320 00
Leveler	I. Howard Crego	April 1, 1912	April 1, 1912	1,200 00
Rodman	Raymond B. Traver	July 1, 1911	Aug. 1, 1912	960 00
Manager of quarries	Harry Conklin	Jan. 1, 1912	Jan. 1, 1912	1,500 00

SURROGATE

UNCLASSIFIED SERVICE

Surrogate	Edgar P. Glass	Jan. 1, 1904	Jan. 1, 1904	.....

EXEMPT CLASS

Clerk of court	John W. Sadler	Jan. 8, 1910	Jan. 8, 1910	2,500 00

COMPETITIVE CLASS

Stenographer	John H. Wilson	Sept. 8, 1903	Sept. 8, 1903	1,200 00
Index clerk	Mary E. Parkinson	Jan. 2, 1904	Jan. 2, 1904	900 00

ONONDAGA COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
SURROGATE — (*continued*)				
COMPETITIVE CLASS — (*continued*)				
Recording clerk	Jeannette Atwell	April 2, 1906	April 2, 1906	$600 00
Recording clerk	Margaret H. Ney	Jan. 2, 1904	Jan. 2, 1904	600 00
Desk clerk	Mildred Remur	Mar. 4, 1907	Mar. 4, 1907	720 00
Transfer tax clerk	Joseph J. Glass	June 1, 1905	June 1, 1905	1,200 00
TREASURER				
UNCLASSIFIED SERVICE				
Treasurer	George H. Casler	Jan. 1, 1912	Jan. 1, 1912	.....
EXEMPT CLASS				
Deputy treasurer	William S. Landon	Jan. 1, 1897	Jan. 1, 1897	3,000 00
Cashier	George B. Hammond	Jan. 1, 1909	Jan. 1, 1909	1,500 00
COMPETITIVE CLASS				
Stenographer	Minnie E. Gersbacher	Mar. 27, 1907	Mar. 27, 1907	720 00

ORANGE COUNTY

BOARD OF ELECTIONS

UNCLASSIFIED SERVICE				
Commissioner	John E. Corwin	Aug. —, 1911	Aug. —, 1911	.....
Commissioner	Alexander T. Moran	Aug. —, 1911	Aug. —, 1911	.....
Commissioner	Robert J. Hock	Aug. —, 1911	Aug. —, 1911	.....
Commissioner	John J. Peake	Aug. —, 1911	Aug. —, 1911	.....

Exempt Class				
Clerk	Frances Strack	Aug. 2, 1911	Aug. 2, 1911	600 00
COUNTY CLERK				
Unclassified Service				
County clerk	J. D. McGiffert	Jan. 1, 1907	Jan. 1, 1907	4,000 00
Exempt Class				
Deputy clerk	W. N. Hoffman	Jan. 1, 1907	Jan. 1, 1907	1,800 00
Competitive Class				
Search clerk	Walter G. Brown	April 1, 1909	Sept. 1, 1910	1,400 00
Special deputy clerk	Elwood Roberts	Jan. 1, 1911	Jan. 1, 1911	1,000 00
Index clerk	Judson A. Hoar	Jan. 1, 1907	Jan. 1, 1907	1,200 00
Copying clerk	George Grier	Jan. 1, 1907	Jan. 1, 1907	Per folio.
Copying clerk	Julia C. Grier	Jan. 1, 1907	Jan. 1, 1907	Per folio.
Copying clerk	Minnie Duggan	Jan. 1, 1907	Jan. 1, 1907	Per folio.
Mortgage tax clerk	Alice A. Bailie	Jan. 1, 1907	Jan. 1, 1907	$600 00
COUNTY COURT				
Unclassified Service				
Judge	A. H. F. Seeger	Jan. 1, 1907	Jan. 1, 1907	3,000 00
Special county judge	H. B. Royce	Jan. 1, 1909	Jan. 1, 1909	300 00
Exempt Class				
Stenographer to grand jury	Judson A. Hoar	Jan. 1, 1907	Jan. 1, 1907	1,200 00
Competitive Class				
Court stenographer	Harry L. Wells	July 25, 1907	July 25, 1907	400 00
Court crier	Jacob D. Pennell	Jan. 1, 1907	Jan. 1, 1907	$3 per day.
DISTRICT ATTORNEY				
Unclassified Service				
District attorney	Thomas C. Rogers	Jan. 1, 1907	Jan. 1, 1907	$2,500 00

ORANGE COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
DISTRICT ATTORNEY — (*continued*)				
EXEMPT CLASS				
Assistant district attorney	Jonathan D. Wilson, Jr.	July 1, 1906	July 1, 1906	$750 00
County detective	William H. Moore	Jan. 1, 1910	Jan. 1, 1910	1,000 00
SHERIFF				
UNCLASSIFIED SERVICE				
Sheriff	William S. Sayer	Jan. 1, 1913	Jan. 1, 1913	.....
EMPLOYEES NOT SUBJECT TO EXAMINATION: (FLAHERTY VS. STATE CIVIL SERVICE COMMISSION)				
Deputy at Goshen	A. L. Decker	Jan. 1, 1910	Jan. 1, 1910	1,000 00
Deputy at Newburgh	Henry Hallock	Jan. 1, 1910	Jan. 1, 1910	1,000 00
COMPETITIVE CLASS				
Jailer at Goshen	Benjamin Hull	Jan. 1, 1907	Jan. 1, 1907	900 00
Jailer at Newburgh	Tenny R. Hyde	Jan. 1, 1907	Jan. 1, 1907	900 00
Watchman at Goshen	Frank Judson	Jan. 1, 1907	Jan. 1, 1907	780 00
Watchman at Newburgh	Edward A. Cosgrove	Jan. 1, 1907	Jan. 1, 1907	780 00
Janitor	Alexander Weeks	Jan. 1, 1907	Jan. 1, 1907	900 00
ODELL TUBERCULOSIS SANATORIUM				
COMPETITIVE CLASS				
Superintendent	Raymond A. Miller	June 1, 1912	June 1, 1912	900 00
Matron	Mary McNamee	Aug. 30, 1911	Aug. 30, 1911	1,000 00
SUPERINTENDENT OF THE POOR				
UNCLASSIFIED SERVICE				
Superintendent	William F. Durland	Jan. 1, 1912	Jan. 1, 1912	.....

EXEMPT CLASS				
Matron	Mrs. W. F. Durland	Jan. 1, 1912	Jan. 1, 1912	300 00
COMPETITIVE CLASS				
Farmer	John Conkling	Aug. 1, 1893	Aug. 1, 1893	600 00
Keeper	W. C. Sutherland	April 1, 1908	April 1, 1908	900 00
Matron	Harriette B. La Rue	May 22, 1901	May 22, 1901	480 00
First assistant to matron	Mrs. H. J. Barton	June 1, 1896	June 1, 1896	300 00
Second assistant to matron	Alice Stanton	Oct. 1, 1907	Oct. 1, 1907	300 00
Teacher	Harriet C. Sutherland	Sept. 1, 1903	Sept. 1, 1903	360 00
Nurse	Sarah A. Webb	July 2, 1905	July 2, 1905	300 00
BOARD OF SUPERVISORS				
UNCLASSIFIED SERVICE				
Clerk to board	Jacob Pobe	Jan. 1, 1910	Jan. 1, 1910	.....
COMPETITIVE CLASS				
Superintendent of highways	C. H. Smith	Mar. 1, 1906	Mar. 10, 1909	1,500 00
Sealer of weights and measures	John E. Du Bois	Sept. 6, 1910	Sept. 6, 1910	800 00
Janitor of county bu ldings	Edward Harford	Jan. —, 1908	Jan. —, 1908	960 00
TREASURER				
UNCLASSIFIED SERVICE				
Treasurer	Robert Johnston	Jan. 1, 1908	Jan. 1, 1908	2,500 00
COMPETITIVE CLASS				
Clerk	May Millspaugh	Jan. 1, 1908	Jan. 1, 1908	800 00
SURROGATE				
UNCLASSIFIED SERVICE				
Surrogate	John B. Swezey	Jan. 1, 1908	Jan. 1, 1908	2,500 00
EXEMPT CLASS				
Clerk	Theodore D. Schoonmaker	Jan. 1, 1908	Jan. 1, 1908	1,000 00

ORANGE COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	SURROGATE — (*continued*)			
	COMPETITIVE CLASS			
Stenographer	John G. Wilkin	Jan. 1, 1908	Jan. 1, 1908	$1,200 00
Recording clerk	Gertrude Wadsworth	Jan. 1, 1908	Jan. 1, 1908	500 00
	QUEENS COUNTY			
	COUNTY COURT			
	UNCLASSIFIED SERVICE			
County judge	Burt J. Humphrey	Jan. 1, 1904	Jan. 1, 1904	10,000 00
	EXEMPT CLASS			
Confidential clerk to county judge	Edward R. Clark	Sept. 1, 1906	Sept. 1, 1906	2,000 00
Detective	James H. Cassidy	Aug. 4, 1911	Aug. 4, 1911	2,000 00
Detective	John A. Butler	Jan. 1, 1912	Jan. 1, 1912	2,000 00
	COMPETITIVE CLASS			
Special deputy clerk	Edward J. Smith	Oct. 1, 1907	Jan. 1, 1911	3,600 00
Assistant special deputy clerk	Edward J. Juster	Jan. 1, 1904	Feb. 1, 1912	2,500 00
Assistant special deputy clerk	Eugene J. Clarke	May 1, 1904	Feb. 1, 1912	2,500 00
Court stenographer	John J. Sullivan	Sept. 20, 1910	Sept. 20, 1910	3,000 00
Chief attendant	Stephen Nostrand	April 10, 1896	Sept. 1, 1906	1,800 00
Court attendant	Samuel Jarvis	Jan. 1, 1895	Jan. 1, 1904	1,600 00
Court attendant	Timothy F. Hillary	April 1, 1911	April 1, 1911	1,500 00
Court attendant	James W. McKenna	April 1, 1912	April 1, 1912	1,500 00
Court attendant	Balthasar J. Funke	Mar. 1, 1912	Mar. 1, 1912	1,500 00
Italian interpreter	Frank Granieri	Oct. 4, 1900	Oct. 4, 1900	2,000 00

COUNTY CLERK

UNCLASSIFIED SERVICE

County clerk	Leonard Ruoff	Jan.	1, 1913	Jan. 1, 1913	8,000 00

EXEMPT CLASS

Assistant deputy	Herman H. Kimmel	Jan.	1, 1913	Jan. 1, 1913	3,000 00
Private secretary	William S. Van Keuren	Jan.	1, 1913	Jan. 1, 1913	1,500 00
Financial clerk	Charles Lauer	Jan.	1, 1913	Jan. 1, 1913	2,500 00
Counsel	John B. Merrill	Jan.	1, 1913	Jan. 1, 1913	3,000 00
Searcher	Edward J. Keiley	Jan.	1, 1913	Jan. 1, 1913	2,000 00

COMPETITIVE CLASS

Expert clerk	Charles F. O'Donnell	Sept.	21, 1905	Jan. 1, 1913	3,000 00
Chief marriage license clerk	Harry F. Kramer	Jan.	1, 1913	Jan. 1, 1913	1,500 00
Chief tickler clerk	George J. Hoffman	Jan.	1, 1913	Jan. 1, 1913	2,000 00
Notarial clerk	Albert W. Palmer	Jan.	1, 1913	Jan. 1, 1913	1,800 00
Naturalization clerk	William C. Robertson	Jan.	1, 1913	Jan. 1, 1913	1,500 00
Assistant naturalization clerk	Albert M. Reubsamen	Jan.	1, 1913	Jan. 1, 1913	1,200 00
Docket clerk	Frederick Schoeler	Jan.	1, 1913	Jan. 1, 1913	1,500 00
Mailing clerk	Albert Fleig	Jan.	1, 1913	Jan. 1, 1913	1,500 00
Map draftsman	Gustave S. Scherer	Jan.	1, 1913	Jan. 1, 1913	1,200 00
Comparer	James L. Cain	Jan.	1, 1913	Jan. 1, 1913	1,500 00
Typewriter copyist	Henry C. Freyer	Jan.	1, 1913	Jan. 1, 1913	1,200 00
Typewriter copyist	William F. Le Veen	Jan.	1, 1913	Jan. 1, 1913	1,200 00
Typewriter copyist	John J. Hoey	Jan.	1, 1913	Jan. 1, 1913	1,200 00
Typewriter copyist	Matthew G. Dervin	Jan.	1, 1913	Jan. 1, 1913	1,200 00
Typewriter copyist	Francis D'Onofrio	Jan.	1, 1913	Jan. 1, 1913	1,200 00
Typewriter copyist	George W. Thorn	Jan.	1, 1913	Jan. 1, 1913	1,200 00
Typewriter copyist	Harvey Briell	Jan.	1, 1913	Jan. 1, 1913	1,200 00
Typewriter copyist	Henry M. Murray	Jan.	1, 1913	Jan. 1, 1913	1,200 00
Typewriter copyist	Albert E. Meyer	Jan.	1, 1913	Jan. 1, 1913	1,200 00
Typewriter copyist	Joseph M. Pompel	Jan.	1, 1913	Jan. 1, 1913	1,200 00
Typewriter copyist	William F. Berger	Jan.	1, 1913	Jan. 1, 1913	1,200 00
Typewriter copyist	Emmet A. Maher	Jan.	1, 1913	Jan. 1, 1913	1,200 00
Typewriter copyist	Charles L. Eckoff	Jan.	1, 1913	Jan. 1, 1913	1,200 00
Typewriter copyist	John L. Fitzgibbons	Jan.	1, 1913	Jan. 1, 1913	1,200 00
Typewriter copyist	John M. Robinson	Jan.	1, 1913	Jan. 1, 1913	1,200 00

QUEENS COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
DISTRICT ATTORNEY				
UNCLASSIFIED SERVICE				
District attorney	Matthew J. Smith	Jan. 1, 1912	Jan. 1, 1912	$8,000 00
EXEMPT CLASS				
Assistant district attorney	John Hetherington	Jan. 1, 1909	Nov. 8, 1911	3,000 00
Deputy assistant	Dana Wallace	Jan. 1, 1912	Jan. 1, 1912	2,400 00
Deputy assistant	William J. Creamer	Jan. 1, 1912	Jan. 1, 1912	2,400 00
Deputy assistant	Frank F. Adel	Jan. 1, 1912	Jan. 1, 1912	2,400 00
Chief clerk	W. Wallace Dreyfoos	Jan. 1, 1912	Jan. 1, 1912	2,400 00
Stenographer	Henry A. Mehrtens	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Investigator	Richard Caffrey	June 15, 1912	June 15, 1912	1,500 00
COMPETITIVE CLASS				
Stenographer and indictment clerk	Alexander J. Chambers	Oct. 3, 1910	Oct. 3, 1910	1,500 00
Stenographer	M. Gertrude Austen	——, 1897	Jan. 1, 1911	1,000 00
Process server	Edward Dobbins	June 1, 1909	Oct. 2, 1911	1,000 00
Process server	Theodore Groh	June 1, 1909	Oct. 2, 1911	1,000 00
Process server	Alphonse L. MacCormack	Nov. 13, 1911	Nov. 13, 1911	1,000 00
SHERIFF				
UNCLASSIFIED SERVICE				
Sheriff	George Emener	Jan. 1, 1913	Jan. 1, 1913	10,000 00
EXEMPT CLASS				
Counsel	William Moller	Jan. 1, 1913	Jan. 1, 1913	2,500 00
Chief clerk	Thomas F. Adams	Jan. 1, 1910	Jan. 1, 1910	1,500 00
Cashier	George Meyerose	Jan. 1, 1913	Jan. 1, 1913	1,500 00
Stenographer	Leslie Frank	Feb. 1, 1910	Feb. 1, 1910	1,200 00

EMPLOYEES NOT SUBJECT TO EXAMINATION: (FLAHERTY VS. STATE CIVIL SERVICE COMMISSION)

Under sheriff	Samuel J. Mitchell	Nov. 9, 1912	Nov. 9, 1912	2,500 00
Deputy sheriff	Herman Gohlinghorst	Jan. 1, 1913	Jan. 1, 1913	1,500 00
Deputy sheriff	William Desmond	Jan. 1, 1913	Jan. 1, 1913	1,500 00
Deputy sheriff	Martin V. Lochner	Jan. 1, 1913	Jan. 1, 1913	1,500 00
Deputy sheriff	Louis De Sutter	Jan. 1, 1913	Jan. 1, 1913	1,500 00
Deputy sheriff	Frank DeBragga	Jan. 1, 1910	Jan. 1, 1910	1,500 00
Deputy sheriff	Andrew D. Brown	Jan. 1, 1913	Jan. 1, 1913	1,500 00
Assistant deputy sheriff	Robert Drouve	Jan. 1, 1910	June 1, 1910	900 00
Assistant deputy sheriff	Frank Schulte	Jan. 1, 1913	Jan. 1, 1913	900 00
Assistant deputy sheriff	Anton Garbe	Jan. 1, 1910	Jan. 1, 1910	900 00
Assistant deputy sheriff	John Gough	Jan. 1, 1913	Jan. 1, 1913	900 00
Assistant deputy sheriff	James W. Yerex	Aug. 12, 1911	Aug. 12, 1911	900 00
Auditor	James T. Kelly	Jan. 1, 1913	Jan. 1, 1913	1,500 00
Law clerk	Louis Kucera	Jan. 1, 1913	Jan. 1, 1913	1,500 00
Index clerk	James H. Nix	April 1, 1910	Jan. 1, 1911	900 00
Messenger	Edward Howard	Jan. 1, 1913	Jan. 1, 1913	900 00
Keeper	John Dwyer	Jan. 1, 1913	Jan. 1, 1913	1,000 00
Keeper	Eugene Sonntag	Jan. 1, 1913	Jan. 1, 1913	1,000 00
Matron	Hannah Brummel	Jan. 1, 1913	Jan. 1, 1913	1,000 00

COMMISSIONER OF JURORS

UNCLASSIFIED SERVICE

Commissioner	Thorndyke C. McKennee	Oct. 25, 1912	Oct. 25, 1912	3,000 00

EXEMPT CLASS

Assistant commissioner	Rodman Richardson	Jan. 1, 1905	Jan. 1, 1905	2,500 00

COMPETITIVE CLASS

Clerk	James King	May 6, 1907	July 15, 1909	1,500 00
Enrollment and exemption clerk	Michael J. Mullen	May 17, 1909	Mar. 1, 1912	1,200 00
Clerk	Bertram E. Reed	April 1, 1912	Nov. 1, 1912	1,050 00
Jury notice server	Joseph W. McKenna	April 8, 1912	April 8, 1912	1,000 00
Stenographer	Gertrude L. McCarthy	May 15, 1905	May 15, 1905	720 00

QUEENS COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
PUBLIC ADMINISTRATOR				
UNCLASSIFIED SERVICE				
Public administrator	Charles A. Wadley	May 7, 1900	May 7, 1900	$1,200 00
SUPREME COURT, QUEENS COUNTY				
COMPETITIVE CLASS				
Chief clerk	Thomas B. Seaman	Jan. 8, 1895	Jan. 8, 1895	3,600 00
Special deputy clerk	James Ingram	Jan. 1, 1907	Jan. 1, 1907	3,500 00
Special deputy clerk	John D. Peace	Mar. 21, 1907	Mar. 21, 1907	3,500 00
Assistant court clerk	John J. Moran	April 1, 1907	Mar. 25, 1911	2,500 00
Assistant court clerk	Charles J. Schneller	April 1, 1907	Mar. 15, 1912	2,500 00
Chief attendant	Benjamin A. Ashmead	Oct. —, 1888	Sept. 1, 1906	1,800 00
Court attendant	Edward A. Frost	Dec. 5, 1897	Dec. 5, 1897	1,600 00
Court attendant	Richard W. Burke	Jan. 12, 1895	Jan. 12, 1895	1,600 00
Court attendant	Charles McCardell	Dec. 5, 1897	Dec. 5, 1897	1,600 00
Court attendant	Frank Shelton	Feb. 21, 1911	Feb. 21, 1911	1,500 00
Court attendant	James W. Winters	April 1, 1907	April 1, 1907	2,500 00
Court attendant	Edward F. Moroney	April 1, 1912	April 1, 1912	1,500 00
Court attendant	John J. Hines	April 1, 1912	April 1, 1912	1,500 00
Court attendant	John F. Carroll	April 1, 1912	April 1, 1912	1,500 00
General interpreter	John P. Kraebel	———, 1891	———, 1891	2,000 00
SUPREME COURT LIBRARY				
COMPETITIVE CLASS				
Librarian	Eric Schuler	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Junior clerk	Arthur Robesch	June 11, 1912	June 11, 1912	300 00

SURROGATE

UNCLASSIFIED SERVICE

Surrogate	Daniel Noble	Jan. 1, 1899	Jan. 1, 1899	10,000 00

EXEMPT CLASS

Clerk of the court	William F. Hendrickson	Jan. 1, 1899	Nov. 1, 1905	3,000 00
Clerk and stenographer to surrogate	Robert J. McMahon	Nov. 10, 1905	Nov. 10, 1905	2,100 00

COMPETITIVE CLASS

Assistant clerk	William A. Brooks	May 11, 1910	May 11, 1910	1,500 00
Assistant clerk	Robert McC. Robinson	June 24, 1912	June 24, 1912	1,500 00
Assistant clerk	John M. Britt	Nov. 4, 1912	Nov. 4, 1912	$10 per week.
Index clerk	George R. Creed	Jan. 1, 1899	Jan. 1, 1899	$1,500 00
Transfer tax clerk	Ferdinand Zimmer	Feb. 21, 1910	Feb. 21, 1910	1,500 00
Junior clerk	Charles J. Schneeman	Feb. 5, 1912	Nov. 1, 1912	300 00
Copyist	John S. Noble	Jan. 1, 1899	Jan. 1, 1899	1,200 00
Copyist	William J. J. Mahoney	Nov. 25, 1907	Jan. 1, 1910	900 00
Court attendant	Joseph Fiesel	Jan. 1, 1899	Jan. 10, 1907	1,500 00

RENSSELAER COUNTY

COMMISSIONER OF JURORS

UNCLASSIFIED SERVICE

Commissioner of jurors	George E. Cross	Aug. 31, 1908	Aug. 31, 1908	.....

BOARD OF ELECTIONS

UNCLASSIFIED SERVICE

Commissioner	George O'Neil, President	Aug. —, 1911	Aug. —, 1911	.....
Commissioner	Andrew E. Delaney, Sec	Aug. —, 1911	Aug. —, 1911	.....
Commissioner	Charles J. Donahue	Aug. —, 1911	Aug. —, 1911	.....
Commissioner	Edward McGraw	Aug. —, 1911	Aug. —, 1911	.....

RENSSELAER COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
BOARD OF ELECTIONS — (*continued*)				
EXEMPT CLASS				
Chief clerk	Fred Taplin	Aug. 4, 1911	Aug. 4, 1911	$800 00
Chief clerk	William E. Conway	Jan. 1, 1912	Jan. 1, 1912	800 00
Assistant clerk	Edward F. Killeen	Aug. 28, 1911	Aug. 28, 1911	800 00
Stenographer	Maude L. Bancroft	Aug. 28, 1911	Aug. 28, 1911	800 00
COUNTY CLERK				
UNCLASSIFIED SERVICE				
County clerk	James H. Morrissey	Jan. 1, 1913	Jan. 1, 1913	.....
COMPETITIVE CLASS				
Custodian	Charles E. Bennett	Jan. 1, 1904	Jan. 1, 1904	1,000 00
Janitress	Anastatia Murnane	April 1, 1908	April 1, 1908	360 00
COUNTY COURT				
UNCLASSIFIED SERVICE				
County judge	Michael A. Tierney	Jan. 1, 1910	Jan. 1, 1910	.....
EXEMPT CLASS				
Clerk	Mary F. Colton	May 1, 1909	May 1, 1909	1,000 00
COMPETITIVE CLASS				
Stenographer	Louis Lowenstein	April 21, 1903	April 21, 1903	1,800 00
Stenographer	Edna M. Ruth	Feb. —, 1908	Feb. —, 1908	500 00
Court crier	Benjamin F. Hayner	Feb. 25, 1908	Feb. 25, 1908	720 00
Janitress	Margaret Evans	.....	.....	300 00

DISTRICT ATTORNEY

UNCLASSIFIED SERVICE

District attorney	Clarence E. Akin	Jan. 1, 1912	Jan. 1, 1912	.....

EXEMPT CLASS

Assistant district attorney	William M. Keenan	Jan. 1, 1912	Jan. 1, 1912	2,500 00
County detective	Thomas H. McDonough	July 1, 1909	July 1, 1909	1,800 00
Stenographer to grand jury	John Mulcahy	Jan. 1, 1912	Jan. 1, 1912	800 00

COMPETITIVE CLASS

District attorney officer	Marcus O. Jones	Jan. 1, 1909	Jan. 1, 1909	1,000 00
District attorney officer	Patrick M. Fogarty	Jan. 1, 1909	Jan. 1, 1909	1,000 00
Janitor	John Joseph	Mar. 21, 1906	Mar. 21, 1906	300 00
Janitress	Mary E. Hegerman	Jan. 1, 1909	Jan. 1, 1909	300 00

SHERIFF

UNCLASSIFIED SERVICE

Sheriff	Henry W. Snell	Jan. 1, 1912	Jan. 1, 1912	1,400 00

EMPLOYEES NOT SUBJECT TO EXAMINATION: (FLAHERTY VS. STATE CIVIL SERVICE COMMISSION)

Under sheriff	William Cottrell	Jan. 1, 1912	Jan. 1, 1912	1,400 00
Deputy sheriff	Thomas Toole	Aug. 29, 1911	Aug. 29, 1911	1,100 00
Deputy sheriff	George T. Roddy	Aug. 29, 1911	Aug. 29, 1911	1,100 00
Deputy sheriff	Anthony Dimilick	Aug. 29, 1911	Aug. 29, 1911	400 00
Process server	Thomas J. Reardon	Sept. 26, 1912	Sept. 26, 1912	900 00
Process server	Matthew P. O'Neil	Oct. 15, 1912	Oct. 15, 1912	900 00
Process server	Robert Montgomery	Oct. 15, 1912	Oct. 15, 1912	900 00
Attendant	Bernard J. Halligan	Sept. 1, 1911	Sept. 1, 1911	600 00
Attendant	William J. Turley	Sept. 1, 1911	Sept. 1, 1911	600 00
Attendant	Morris Gordon	Sept. 1, 1911	Sept. 1, 1911	600 00
Attendant	Forrest C. Ackar	Sept. 1, 1911	Sept. 1, 1911	600 00
Attendant	William Le Faye	Sept. 1, 1911	Sept. 1, 1911	600 00
Attendant	Theodore Lange	Sept. 1, 1911	Sept. 1, 1911	600 00
Attendant	Francis J. A. Riley	Sept. 1, 1911	Sept. 1, 1911	600 00
Matron	Ellen A. Ryan	Aug. 14, 1912	Aug. 14, 1912	480 00

RENSSELAER COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
SHERIFF — (*continued*)				
EMPLOYEES NOT SUBJECT TO EXAMINATION: (FLAHERTY VS. STATE CIVIL SERVICE COMMISSION) — (*continued*)				
Matron of court	Mrs. Jennie Loomis	Sept. 20, 1909	Sept. 20, 1909	$2 per day.
Janitor	Thomas N. Hurlbut	Aug. 8, 1912	Aug. 8, 1912	$600 00
Janitor	Patrick J. McGrath	Aug. 8, 1912	Aug. 8, 1912	600 00
Night watchman	John Snell	April 26, 1912	April 26, 1912	500 00
COMPETITIVE CLASS				
Court attendant and janitor, court house	Dennis Donnelly	Nov. 11, 1902	Nov. 11, 1902	300 00
BOARD OF SUPERVISORS				
UNCLASSIFIED SERVICE				
Clerk to board	George W. Rankin	.....	.....	1,000 00
EXEMPT CLASS				
County attorney	John P. Taylor	Jan. 14, 1909	Jan. 14, 1909	2,500 00
Superintendent, burial indigent soldiers	P. S. Vanderzee	Jan. 1, 1912	Jan. 1, 1912	400 00
COMPETITIVE CLASS				
County superintendent	Charles A. Roemer	Mar. 26, 1909	Mar. 26, 1909	2,400 00
Sealer of weights and measures	Jesse P. Beyers	July 1, 1910	July 1, 1910	1,000 00
Jail physician	Thuman A. Hull	Jan. 14, 1908	Jan. 14, 1908	350 00
Engineer	George Taplin	July 28, 1909	July 28, 1909	1,000 00
Engineer	Robert McDonald	July 28, 1909	July 28, 1909	1,000 00
Elevator engineer	Leon Desjardines	Jan. 14, 1908	Jan. 14, 1908	$15 per week.
Fireman and engineer	Fred G. Gillie	Dec. 14, 1912	Dec. 14, 1912	$1,000 00
Keeper	Timothy B. Lehaney	Jan. 14, 1908	Jan. 14, 1908	1,500 00
Janitor	Dennis Donnelly	—— —, 1902	—— —, 1902	60 00

SUPREME COURT LIBRARY

COMPETITIVE CLASS

Librarian	Clara E. Bowen	May 9, 1910	May 9, 1910	750 00

SUPERINTENDENT OF THE POOR

UNCLASSIFIED SERVICE

Superintendent	Freeman H. Munson	Jan. 1, 1912	Jan. 1, 1912	3,500 00

EXEMPT CLASS

Matron (wife of keeper)	Sarah E. Poyneer	Mar. 1, 1912	Mar. 1, 1912	300 00

COMPETITIVE CLASS

Physician and surgeon	Charles F. Kivlin	May 16, 1912	May 16, 1912	1,000 00
Temporary relief physician	John J. Rainey	April 1, 1912	April 1, 1912	900 00
Clerk	Archibald M. Aston	Jan. 1, 1904	Jan. 1, 1904	1,000 00
Keeper	Charles C. Poyneer	Mar. 1, 1912	Mar. 1, 1912	800 00
Assistant keeper	Hiram W. Brock	Feb. 1, 1912	Feb. 1, 1912	600 00
Nurse	Charles F. Babcock	April 1, 1912	April 1, 1912	600 00
Nurse	Kathryn V. Nolan	April 1, 1912	April 1, 1912	540 00
Fireman	Herbert A. Porter	April 1, 1912	April 1, 1912	600 00
Fireman	Patrick J. Daley	April 1, 1912	April 1, 1912	600 00
Watchman	Michael F. Cronin	April 1, 1912	April 1, 1912	600 00
Janitor	Robert Holt	Dec. 12, 1900	Dec. 12, 1900	216 00

LAKEVIEW SANITARIUM

COMPETITIVE CLASS

Superintendent	Frank L. Reynolds	Oct. 19, 1912	Oct. 19, 1912	1,500 00
Head nurse	Helen S. Green	Nov. 11, 1912	Nov. 11, 1912	420 00
Nurse	May Ward	Aug. 15, 1910	June 1, 1912	600 00
Fireman	Henry J. Spelker	Aug. 8, 1910	Aug. 8, 1910	600 00

SURROGATE

UNCLASSIFIED SERVICE

Surrogate	Willis E. Heaton	Jan. 1, 1908	Jan. 1, 1908	.....

RENSSELAER COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
SURROGATE — (*continued*)				
EXEMPT CLASS				
Clerk of the court	Fred E. Bowen	Jan. 1, 1908	Jan. 1, 1908	$2,000 00
COMPETITIVE CLASS				
Stenographer	Alvin E. Mambert	Jan. 1, 1908	Jan. 1, 1908	1,800 00
Deputy clerk and custodian	William F. Leonard	Jan. 1, 1908	Jan. 1, 1908	1,200 00
TREASURER				
UNCLASSIFIED SERVICE				
Treasurer	Francis Riley	Jan. 1, 1912	Jan. 1, 1912	.....
EXEMPT CLASS				
Deputy county treasurer	Edwin Morrison	Jan. 1, 1905	Nov. 23, 1905	2,000 00
Tax clerk	James H. Ryan	Mar. 1, 1912	Mar. 1, 1912	1,200 00
COMPETITIVE CLASS				
Special officer	T. Henry Dutcher	Dec. 15, 1908	Dec. 15, 1908	$3 per day.
RICHMOND COUNTY				
COUNTY AND SURROGATE'S COURTS				
UNCLASSIFIED SERVICE				
County judge and surrogate	J. Harry Tiernan	Jan. 1, 1912	Jan. 1, 1912	$10,000 00
EXEMPT CLASS				
Clerk, surrogate's court	William Finley	Jan. 1, 1882	Jan. 1, 1882	3,000 00
Confidential clerk	Thomas F. Curley	April 15, 1903	April 15, 1903	1,800 00

	COMPETITIVE CLASS			
Court stenographer	Thomas Kenny, Jr.	April 1, 1886	April 1, 1886	3,000 00
Clerk	Andrew M. Wells	July 1, 1908	July 1, 1908	1,800 00
Court attendant	John J. Flynn	July 17, 1911	July 17, 1911	1,500 00
Transfer tax clerk	Stephen D. Stephens	Oct. 20, 1911	Oct. 20, 1911	1,000 00
	DISTRICT ATTORNEY			
	UNCLASSIFIED SERVICE			
District attorney	Albert C. Fach	Jan. 1, 1911	Jan. 1, 1911	4,000 00
	EXEMPT CLASS			
Assistant district attorney	Frank H. Innes	Sept. 27, 1910	Sept. 27, 1910	2,500 00
Stenographer	Garrett E. Farrell	Oct. 17, 1908	Oct. 17, 1908	1,350 00
Special messenger and subpoena server	Franklin C. Vitt	Jan. 1, 1911	Jan. 1, 1911	1,000 00
	COMPETITIVE CLASS			
Process server	James E. Donovan	Nov. 27, 1911	Nov. 27, 1911	1,000 00
	COUNTY CLERK			
	UNCLASSIFIED SERVICE			
County clerk	C. Livingston Bostwick	Jan. 1, 1903	Jan. 1, 1903	5,000 00
	EXEMPT CLASS			
Deputy county clerk	Bernard B. Lynch	Nov. 11, 1912	Nov. 11, 1912	2,500 00
	COMPETITIVE CLASS			
Special deputy acting as chief court clerk	John H. Wilkinson	Mar 5, 1900	Mar. 5, 1900	3,000 00
Special deputy	F. M. Kozminski	Jan. 1, 1903	Jan. 1, 1910	1,500 00
Searcher	Walter Hurst	Jan. 1, 1909	Jan. 1, 1909	1,500 00
Clerk	Frank X. Banning	Feb. 25, 1907	Feb. 25, 1907	1,200 00
Clerk	Charles Flannigan	Jan. 1, 1903	Jan. 1, 1903	1,200 00
Clerk	Frederick W. Lee	Jan. 27, 1904	Jan. 27, 1904	1,200 00
Clerk	William Greime	July 1, 1906	July 1, 1906	1,000 00
Clerk	James A. Cobb	July 15, 1907	July 15, 1907	1,000 00

RICHMOND COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COMMISSIONER OF JURORS				
UNCLASSIFIED SERVICE				
Commissioner of jurors	Charles J. Kullman	June 1, 1899	June 1, 1899	$1,500 00
EXEMPT CLASS				
Assistant commissioner	John J. McCaughey	Sept. 1, 1904	Sept. 1, 1904	1,200 00
COMPETITIVE CLASS				
Clerk	Daniel P. Libby	Dec. 29, 1899	Dec. 29, 1899	1,200 00
SHERIFF				
UNCLASSIFIED SERVICE				
Sheriff	John J. Collins	Jan. 1, 1910	Jan. 1, 1910	6,000 00
EMPLOYEES NOT SUBJECT TO EXAMINATION: (FLAHERTY VS. STATE CIVIL SERVICE COMMISSION)				
Under sheriff	Peter J. Finn	Jan. 1, 1911	Oct. 1, 1911	1,500 00
Deputy sheriff	Edward Peterson	Sept. 1, 1911	Sept. 1, 1911	1,000 00
Finger print clerk	James F. Haley	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Guard	Thomas V. Murphy	Jan. 1, 1912	Jan. 1, 1912	$3 per day.
EXEMPT CLASS				
Counsel	Alfred V. Norton	Sept. 1, 1911	Sept. 1, 1911	$500 00
COMPETITIVE CLASS				
Jailor	John J. Bennett	June 1, 1908	June 1, 1908	900 00
Guard	Edward Morrison	Jan. 1, 1898	Jan. 1, 1898	$3 per day.
Guard	John V. Drury	June 7, 1898	June 7, 1898	3 per day.
Guard	Robert K. White	Aug. 7, 1907	Aug. 7, 1907	3 per day.
Matron	Helen D. Moran	May 1, 1905	May 1, 1905	$800 00
Matron	Marie G. Hesburgh	May 1, 1905	May 1, 1905	800 00

SUFFOLK COUNTY

COUNTY CLERK

UNCLASSIFIED SERVICE

County clerk	James F. Richardson	Jan. 1, 1913	Jan. 1, 1913	Fees.

COMPETITIVE CLASS

Special deputy county clerk	William R. Duvall	Jan. 1, 1901	Jan. 1, 1901	$720 00

COUNTY JUDGE

UNCLASSIFIED SERVICE

County judge	John R. Vunk	Jan. 1, 1913	Jan. 1, 1913	2,000 00

COMPETITIVE CLASS

Probation officer	Henry H. Preston	July 13, 1908	July 13, 1908	300 00

DISTRICT ATTORNEY

UNCLASSIFIED SERVICE

District attorney	Ralph C. Greene	Jan. 1, 1912	Jan. 1, 1912	2,000 00

EXEMPT CLASS

Assistant district attorney	Le Roy M. Young	Jan. 1, 1912	Jan. 1, 1912	1,500 00
Stenographer and clerk	Nellie A. Jarvis	Jan. 1, 1912	Jan. 1, 1912	1,080 00

BOARD OF ELECTIONS

UNCLASSIFIED SERVICE

Commissioner	John J. Kirkpatrick	Aug. 7, 1911	Aug. 7, 1911	1,200 00
Commissioner	Lewis W. Korn	Aug. 7, 1911	Aug. 7, 1911	1,200 00

EXEMPT CLASS

Clerk	Frederick M. Welsh	Aug. 7, 1911	Aug. 7, 1911	900 00
Clerk	Ellis T. Terry	Aug. 15, 1911	Aug. 15, 1911	900 00

SUFFOLK COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
BOARD OF SUPERVISORS				
UNCLASSIFIED SERVICE				
Clerk to board	Myron E. Overton	.....	.....	.....
COMPETITIVE CLASS				
Superintendent of highways	Albert O. Smith	April 29, 1909	April 29, 1909	$1,500 00
Sealer of weights and measures	Horace W. Lane	Dec. 11, 1907	Dec. 11, 1907	1,200 00
SHERIFF				
UNCLASSIFIED SERVICE				
Sheriff	Melville E. Brush	Jan. 1, 1912	Jan. 1, 1912	3,500 00
COMPETITIVE CLASS				
Engineer	Samuel C. Leek	Aug. 1, 1912	Aug. 1, 1912	1,020 00
Engineer	Charles Y. Gardner	Mar. 1, 1912	Mar. 1, 1912	1,020 00
EMPLOYEES NOT SUBJECT TO EXAMINATION: (FLAHERTY VS. STATE CIVIL SERVICE COMMISSION)				
Warden and deputy sheriff	George H. Conklin	May 16, 1911	Oct. 1, 1912	1,200 00
Turnkey	Harry J. Newton	Jan. 1, 1912	Jan. 1, 1912	1,100 00
Keeper and deputy	Arthur J. Howell	Oct. 1, 1912	Oct. 1, 1912	1,100 00
Clerk and typewriter	Lydia G. Jackson	Mar. 1, 1912	Mar. 1, 1912	420 00
SUPERINTENDENT OF THE POOR				
UNCLASSIFIED SERVICE				
Superintendent	Robert F. Gurney	Jan. 1, 1912	Jan. 1, 1912	1,500 00
EXEMPT CLASS				
Matron (wife of keeper)	Mrs. Jennie Baker	April 1, 1887	April 1, 1887	800 00

COMPETITIVE CLASS

Matron (children's home)	Mrs. Wally Babst	Jan. 1, 1902	Jan. 1, 1902	855 00
Teacher (children's home)	Nettie Risley	July 6, 1908	July 6, 1908	240 00
Keeper	Jonathan Baker	April 1, 1887	April 1, 1887	1,400 00
Carpenter	Hiram Buckworth	April 1, 1907	April 1, 1907	528 00
Gardener	Honore Dion	April 1, 1904	April 1, 1904	360 00
Engineer	Homer E. Raynor	Oct. 1, 1912	Oct. 1, 1912	720 00

SURROGATE

UNCLASSIFIED SERVICE

Surrogate	William G. Nicoll	Jan. 1, 1910	Jan. 1, 1910	3,000 00

EXEMPT CLASS

Clerk of court	Nathan O. Petty	July 1, 1910	July 1, 1910	1,800 00

COMPETITIVE CLASS

Clerk and stenographer	Carrie B. Humphrey	Aug. —, 1892	Aug. —, 1892	1,200 00
Clerk	Maybelle Skidmore	Sept. 29, 1904	Sept. 29, 1904	900 00
Transfer tax clerk	Harry Lee	May 1, 1909	May 1, 1909	1,000 00

TREASURER

UNCLASSIFIED SERVICE

Treasurer	Charles R. Fitz	Jan. 1, 1909	Jan. 1, 1909	1,500 00

COMPETITIVE CLASS

First clerk	Willis L. Terry	Jan. 1, 1903	Jan. 1, 1903	1,500 00
Second clerk	Kirk Bagshaw	June 1, 1906	June 1. 1906	1,000 00
Bookkeeper and clerk	Frank L. Leslie	Dec. 9, 1910	Dec. 1, 1910	1,100 00
Stenographer and clerk	Mabel L. Sanford	Nov. 1, 1910	Nov. 1, 1910	700 00

ULSTER COUNTY

COUNTY CLERK

UNCLASSIFIED SERVICE

County clerk	William C. De Witt	Jan. 1, 1913	Jan. 1, 1913	3,500 00

ULSTER COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	COUNTY CLERK — (*continued*)			
	EXEMPT CLASS			
Deputy county clerk	Grove Webster, Jr.	Jan. 1, 1913	Jan. 1, 1913	$1,800 00
	COMPETITIVE CLASS			
Index and docket clerk	Helen G. Culloton	Nov. 16, 1903	Nov. 16, 1903	750 00
Recording clerk	Charles B. Van Etten	July 17, 1902	July 17, 1902	600 00
Recording clerk	J. Louise Miner	July 1, 1906	July 1, 1906	600 00
Recording clerk	Lillian Kolts	Mar. 12, 1912	Mar. 12, 1912	600 00
Recording clerk	Helen C. Rundel	Dec. 1, 1912	Dec. 1, 1912	600 00
Janitor	Severyn B. Carle	Jan. 1, 1901	Jan. 1, 1901	400 00
	COUNTY COURT			
	UNCLASSIFIED SERVICE			
County judge	Charles F. Cantine	Jan. 1, 1905	Jan. 1, 1905	3,000 00
	COMPETITIVE CLASS			
Stenographer to grand jury	Margaret Riseley	Jan. 1, 1905	Jan. 1, 1905	$10 per day.
	DISTRICT ATTORNEY			
	UNCLASSIFIED SERVICE			
District attorney	William D. Cunningham	Nov. —, 1907	Nov. —, 1907	$2,500 00
	EXEMPT CLASS			
Assistant district attorney	Frederick G. Traver	Jan. 1, 1908	Jan. 1, 1908	1,200 00
	COMPETITIVE CLASS			
Stenographer	William P. Glass	April 1, 1908	April 1, 1908	780 00

BOARD OF ELECTIONS

UNCLASSIFIED SERVICE

Commissioner	Frank W. Brooks, President	Aug. —, 1911	Aug. —, 1911	750 00
Commissioner	Harold Rockefeller, Sec	Aug. —, 1911	Aug, —, 1911	750 00

EXEMPT CLASS

Chief clerk	John W. Eckert	Sept. 1, 1911	Sept. 1, 1911	600 00
Stenographer	Mary E. Alliger	Sept. 1, 1911	Sept. 1, 1911	600 00

SUPERINTENDENT OF THE POOR

UNCLASSIFIED SERVICE

Superintendent	C. L. Van Orden	Jan. 1, 1909	Jan. 1, 1909	1,500 00

EXEMPT CLASS

Matron (wife of keeper)	Mary C. Haines	Jan. 1, 1909	Jan. 1, 1909	240 00
Physician	M. E. Stephens	Jan. 1, 1909	Jan. 1, 1909	240 00
Chaplain	C. E. Lasher	Jan. 1, 1909	Jan. 1, 1909	75 00
Chaplain	James A. Brady	Oct. 25, 1909	Oct. 25, 1909	25 00
Chaplain	Father McCue	Jan. 1, 1909	Jan. 1, 1909	25 00

COMPETITIVE CLASS

Hospital nurse	James G. Flagler	Jan. 1, 1909	Jan. 1, 1909	480 00
Chief engineer and keeper	James W. Haines	Jan. 1, 1909	Jan. 1, 1909	600 00

BOARD OF SUPERVISORS

UNCLASSIFIED SERVICE

Clerk	C. K. Loughran	.....	.....	1,000 00

EXEMPT CLASS

County attorney	Arthur E. Rose	Aug. 1, 1909	Aug. 1, 1909	1,500 00

COMPETITIVE CLASS

Sealer of weights and measures	Geo. W. Dumond	Jan. 1, 1911	Jan. 1, 1911	720 00
Superintendent of highways	James F. Loughran	June 9, 1909	June 9, 1909	1,800 00
Stenographer to superintendent of highways	Stella C. Kenney	May 1, 1910	May 1, 1910	550 00

ULSTER COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
SURROGATE				
UNCLASSIFIED SERVICE				
Surrogate	Walter N. Gill	Jan. 1, 1909	Jan. 1, 1909	$3,000 00
EXEMPT CLASS				
Clerk of court	Daniel B. Deyo	Jan. 25, 1909	Jan. 25, 1909	1,500 00
COMPETITIVE CLASS				
Recording clerk	Alpha M. Moore	Mar. 11, 1912	Mar. 11, 1912	600 00
Stenographer	McDonald Van Wagner	—— —, 1874	—— —, 1874	1,200 00
Janitor	Severyn B. Carle	Jan. 1, 1909	Jan. 1, 1909	200 00
Transfer tax clerk	Benjamin J. Hornbeck	April 1, 1901	April 1, 1901	720 00
TREASURER				
UNCLASSIFIED SERVICE				
Treasurer	Albert H. Cook	Jan. 1, 1911	Jan. 1, 1911	2,500 00
COMPETITIVE CLASS				
Clerk	M. W. Eltinge	Jan. 1, 1908	Jan. 1, 1908	1,600 00
Stenographer	Belle F. Costello	Jan. 1, 1908	Jan. 1, 1908	800 00

WESTCHESTER COUNTY

COUNTY CLERK

UNCLASSIFIED SERVICE				
County clerk	Frank M. Buck	Jan. 1, 1908	Jan. 1, 1908	.....

EXEMPT CLASS

First deputy	Charles Hepenstab	Jan. 1, 1908	Jan. 1, 1908	2,500 00
Second deputy	Franklin C. Buck	Dec. 1, 1912	Dec. 1, 1912	1,500 00
Third deputy	George W. Ellrodt	Jan. 1, 1908	Jan. 1, 1908	1,500 00

COMPETITIVE CLASS

Special deputy court clerk	Charles J. F. Decker	Aug. 17, 1896	Aug. 17, 1896	3,500 00
Special deputy court clerk	Franklin Montross	Nov. 15, 1905	Nov. 15, 1905	3,500 00
Special deputy court clerk	Gerald Fitzgerald	Jan. 12, 1907	Jan. 12, 1907	3,500 00
Special deputy court clerk	Charles E. Long	Feb. 1, 1908	Jan. 1, 1910	3,000 00
Certificate clerk	H. H. Bailie	Jan. 1, 1911	Jan. 1, 1911	1,500 00
General clerk	Lester A. Conkling	July 15, 1911	July 15, 1911	1,100 00
General clerk	Charles A. Marshall	Jan. 1, 1911	Jan. 1, 1911	1,100 00
General clerk	Edgar B. Merritt	Nov. 10, 1911	Nov. 10, 1911	1,100 00
Stenographer	Margaret Magee	Jan. 1, 1911	Jan. 1, 1911	1,000 00

BOARD OF ELECTIONS

UNCLASSIFIED SERVICE

Commissioner	William J. Wallin, President	Aug. 7, 1911	Aug. 7, 1911	.....
Commissioner	John B. Cortright, Secretary	Aug. 7, 1911	Aug. 7, 1911	.....

EXEMPT CLASS

Chief clerk	George S. Bailie	Feb. 17, 1908	Aug. 18, 1911	1,500 00
Chief clerk	Edwin J. Goodhart	Aug. 18, 1911	Aug. 18, 1911	1,500 00
Stenographer	John F. Pyne	Aug. 18, 1911	Aug. 18, 1911	1,000 00

COUNTY COURT

UNCLASSIFIED SERVICE

County judge	William P. Platt	Jan. 1, 1902	Jan. 1, 1902	7,500 00

EXEMPT CLASS

Court stenographer	William L. Milligan	Aug. 5, 1905	Aug. 5, 1905	$10 per day.

COMPETITIVE CLASS

Italian interpreter	Charles S. Bacile	Jan. 1, 1902	Jan. 1, 1902	$1,500 00
Interpreter	Philip Tannebaum	Nov. 1, 1905	Nov. 1, 1905	1,500 00
Crier	John C. Verplanck	Jan. 1, 1902	Jan. 1, 1902	1,200 00

WESTCHESTER COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
DISTRICT ATTORNEY				
UNCLASSIFIED SERVICE				
District attorney	Francis A. Winslow	Jan. 1, 1908	Jan. 1, 1908	.....
EXEMPT CLASS				
First assistant district attorney	Frederick E. Weeks	Jan. 2, 1905	May 14, 1906	$5,000 00
Second assistant district attorney	Lee P. Davis	Jan. 1, 1908	Jan. 1, 1908	5,000 00
Clerk	John Wheatley	Jan. 1, 1910	Jan. 1, 1910	1,500 00
Stenographer to grand juries	Ernest E. Carpenter	Jan. 11, 1908	Jan. 11, 1908	$10 per day.
REGISTER				
UNCLASSIFIED SERVICE				
Register	Isaac H. Smith	Jan. 1, 1913	Jan. 1, 1913	.....
EXEMPT CLASS				
Mortgage tax deputy	R. M. Glover	July 1, 1905	Oct. 1, 1909	$2,300 00
Cashier, mortgage tax bureau	George L. Knox	Oct. 1, 1909	Oct. 1, 1909	1,700 00
COMPETITIVE CLASS				
Index clerk	F. H. Hessels	Jan. 1, 1902	Jan. 1, 1902	$30 per week.
Index clerk	E. C. Dunning, Jr	Jan. 1, 1902	Mar. 1, 1908	30 per week.
Assistant index clerk	E. E. Slagle	Jan. 1, 1902	Jan. 1, 1902	30 per week.
Custodian of maps	C. W. Swain	April 1, 1903	April 1, 1903	25 per week.
COMMISSIONER OF JURORS				
UNCLASSIFIED SERVICE				
Commissioner	John Sells	Jan. 1, 1897	Jan. 1, 1897	$3,500 00

EXEMPT CLASS

Deputy commissioner	Paul W. Cables	Jan. 1, 1909	Jan. 1, 1909	2,000 00

CORONERS

UNCLASSIFIED SERVICE

Coroner	Amos O. Squire	Jan. 1, 1910	Jan. 1, 1910	.....
Coroner	Perley H. Mason	Jan. 1, 1911	Jan. 1, 1911	.....
Coroner	William H. Livingston	Jan. 1, 1912	Jan. 1, 1912	.....
Coroner	Alfred H. Iles	Jan. 1, 1912	Jan. 1, 1912	.....

SHERIFF

UNCLASSIFIED SERVICE

Sheriff	William J. Doyle	Jan. 1, 1905	Oct. 10, 1911	10,000 00

EXEMPT CLASS

Counsel	Henry R. Barrett	Jan. 1, 1905	Jan. 1, 1905	2,000 00
Clerk	Frederick F. Miller	Oct. 1, 1912	Oct. 1, 1912	1,800 00

COMPETITIVE CLASS

Night watchman	Elmer Flewellin	Jan. 1, 1905	Jan. 1, 1905	1,200 00

EMPLOYEES NOT SUBJECT TO EXAMINATION: (FLAHERTY VS. STATE CIVIL SERVICE COMMISSION)

Under sheriff	Ulrich Wiesendanger	Jan. 1, 1912	Jan. 1, 1912	2,500 00
Warden	John H. Hill	Jan. 1, 1905	Jan. 1, 1910	1,800 00
First assistant warden	Samuel T. Horton	Jan. 1, 1905	Jan. 1, 1910	1,500 00
Second assistant warden	Dennis F. Hynes	Jan. 10, 1905	Jan. 1, 1912	1,200 00
Third assistant warden	Frederick W. Burns	Jan. 1, 1912	Oct. 15, 1912	1,200 00
Deputy sheriff	Charles E. Nossitter	Jan. 1, 1910	Jan. 1, 1910	2,000 00
Deputy sheriff	William F. Wagner	Jan. 1, 1910	Jan. 1, 1910	2,000 00
Deputy sheriff	Charles F. Lent	Jan. 1, 1905	Jan. 1, 1910	2,000 00
Deputy sheriff	John N. Studwell	Jan. 1, 1905	Jan. 1, 1910	1,200 00
Deputy sheriff	Eugene H. O'Brien	Oct. 24, 1905	Jan. 1, 1910	1,200 00
Deputy sheriff	Sylvester L. Johnson	Sept. 20, 1905	Jan. 1, 1910	1,200 00
Deputy sheriff	William F. Murphy	June 4, 1906	Jan. 1, 1910	1,200 00
Deputy sheriff	John S. Carpenter	Jan. 1, 1905	Jan. 1, 1910	1,200 00
Deputy sheriff	Joseph Harrison	Jan. 1, 1905	Jan. 1, 1910	1,200 00

WESTCHESTER COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	SHERIFF — (*continued*)			
	EMPLOYEES NOT SUBJECT TO EXAMINATION: (FLAHERTY VS. STATE CIVIL SERVICE COMMISSION) — (*continued*)			
Deputy sheriff	Peter F. Smyth	Jan. 24, 1910	Jan. 24, 1910	$1,200 00
Deputy sheriff	Clarence E. Theall	Jan. 27, 1910	Jan. 27, 1910	1,200 00
Deputy sheriff	George C. Donnelly	Feb. 1, 1910	Feb. 1, 1910	1,200 00
Deputy sheriff	John H. Kelly	Jan. 26, 1910	Jan. 26, 1910	1,200 00
Deputy sheriff	John C. Moore	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Deputy sheriff	Richard O'Brien	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Deputy sheriff	John J. Finch	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Deputy sheriff	William M. Sweet	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Deputy sheriff	Frank Elia	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Deputy sheriff	Patrick Reynolds	Jan. 1, 1912	Jan. 1, 1912	1,200 00
Deputy sheriff	James Riley	June 12, 1911	June 12, 1911	1,200 00
Deputy sheriff	Thomas Kiernan	Nov. 28, 1907	Jan. 1, 1912	1,200 00
Deputy sheriff	Harris N. Supple	Oct. 18, 1908	Oct. 15, 1912	1,200 00
Deputy sheriff	Augusto E. Gennero	Jan. 24, 1912	Jan. 24, 1912	1,200 00
Deputy sheriff	Leo A. Mancuso	Oct. 15, 1912	Oct. 15, 1912	1,200 00
Assistant clerk	Vincent A. Cashin	April 22, 1912	April 22, 1912	1,500 00
Matron	Catherine Schweitzer	May 1, 1912	May 1, 1912	600 00
	SUPERINTENDENT OF THE POOR			
	UNCLASSIFIED SERVICE			
Superintendent	William C. Lawrence	Jan. 1, 1908	Jan. 1, 1908	4,000 00
	EXEMPT CLASS			
Keeper	Matthew Holbrook	Jan. 1, 1911	Jan. 1, 1911	1,500 00
Chaplain	S. M. Williams	Nov. 1, 1906	Nov. 1, 1906	350 00
Chaplain	John J. O'Brien	July 1, 1912	July 1, 1912	350 00
Matron (wife of keeper)	Annie Holbrook	Jan. 1, 1911	Jan. 1, 1911	300 00

COMPETITIVE CLASS

Clerk	Charles McDonald	May 1, 1899	May 1, 1899	1,200 00
Physician	Frank E. Russell	Dec. 1, 1903	Dec. 1, 1903	1,000 00
Engineer and farmer	Wesley J. Boyce	Dec. 6, 1904	Dec. 6, 1904	900 00
Chief nurse	Bertha M. Carnrite	May 1, 1912	May 1, 1912	900 00
Placing out agent	Jessie E. Long	June 1, 1904	June 1, 1904	900 00
Placing out agent	Harriet G. Byrne	Feb. 1, 1908	Feb. 1, 1908	900 00

BOARD OF SUPERVISORS

UNCLASSIFIED SERVICE

Clerk to board	Harvey B. Green	Nov. 9, 1908	Nov. 9, 1908	4,000 00
Assistant clerk	Robert Mason	Nov. 14, 1910	Nov. 14, 1910	2,500 00

EXEMPT CLASS

County attorney	Charles A. Van Auken	Nov. 10, 1908	Nov. 10, 1908	3,000 00
Superintendent of county buildings	B. F. Wild	June 6, 1910	June 6, 1910	2,000 00

COMPETITIVE CLASS

County engineer	Eberhardt J. Wulff	Aug. 7, 1906	Aug. 7, 1906	2,500 00
Sealer of weights and measures	James F. Moen	April 4, 1910	April 4, 1910	1,500 00
Page and librarian	Harry R. Koster	Feb. 19, 1906	Feb. 19, 1906	1,750 00
Janitor of county buildings	Thomas Zimmerman	April 1, 1905	April 1, 1905	960 00
Assistant janitor	William E. Post	May 8, 1912	May 8, 1912	720 00
Assistant janitor	Christopher Pryor	May 8, 1912	May 8, 1912	720 00
Assistant janitor	Edward T. Sherwood	May 8, 1912	May 8, 1912	720 00
Chief engineer and electrician	Otto L. J. Mueller	Feb. 10, 1909	Feb. 10, 1909	1,500 00
Assistant engineer	Everett H. Pearsall	July 12, 1910	July 12 1910	$4 per day.
Assistant engineer	Howard A. Griffin	July 12, 1910	July 12, 1910	4 per day.
Fireman	Wm. A. O'Rourke	July 12, 1910	July 12, 1910	3 per day.
Fireman	Edward Lynch	July 12, 1910	July 12, 1910	3 per day.
Fireman	Frederick E. Sipp	July 12, 1910	July 12, 1910	3 per day.
Jail physician	William J. Meyer	May 11, 1906	May 11, 1906	$800 00

SURROGATE

UNCLASSIFIED SERVICE

Surrogate	William A. Sawyer	Jan. 1, 1913	Jan. 1, 1913	10,000 00

WESTCHESTER COUNTY — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	SURROGATE — (*continued*)			
	EXEMPT CLASS			
Clerk of the court	Oscar L. Warren	Jan. 1, 1913	Jan. 1, 1913	$4,000 00
Deputy clerk	Timothy J. Hartnett	Jan. 1, 1913	Jan. 1, 1913	2,500 00
Clerk to surrogate	Thomas M. Parker	Jan. 1, 1913	Jan. 1, 1913	1,200 00
	COMPETITIVE CLASS			
Record clerk	George H. Peene	Jan. 1, 1896	Jan. 1, 1896	1,400 00
Chief recording clerk	Wallace Dutcher	July 1, 1895	July 1, 1895	1,100 00
Assistant recording clerk	Louis A. Houghtaling	April 1, 1901	April 1, 1901	1,100 00
Index and accounting clerk	Alfred W. Penndorf	Dec. 3, 1903	Dec. 3, 1903	1,300 00
Stenographer and clerk	James W. Howarth	Aug. 9, 1905	Aug. 9, 1905	1,350 00
Court officer	William S. Ferguson	Jan. 1, 1901	Jan. 1, 1901	1,200 00
Court officer	Solomon D. Oakley	Jan. 1, 1904	Jan. 1, 1904	1,200 00
Transfer tax assistant	William C. Duell	Oct. 7, 1907	Jan. 15, 1909	2,500 00
	TREASURER			
	UNCLASSIFIED SERVICE			
Treasurer	George T. Burling	Jan. 1, 1909	Jan. 1, 1909	10,000 00
	EXEMPT CLASS			
Deputy treasurer	Leonard E. Teed	Jan. 1, 1903	Jan. 1, 1903	3,500 00
Cashier	Zopher Carpenter	Jan. 1, 1910	Jan. 1, 1910	1,800 00
	COMPETITIVE CLASS			
Stenographer	Josephine M. Sutton	Jan. 1, 1910	Jan. 1, 1910	1,000 00

COUNTY SUPERINTENDENTS OF HIGHWAYS

(COUNTIES IN WHICH THE ENTIRE SERVICE HAS NOT BEEN CLASSIFIED)

COMPETITIVE CLASS

County superintendent (Allegany)	Benjamin J. Rice	Mar. 24, 1909	Mar. 24, 1909	1,800 00
County superintendent (Broome)	Charles Van Amburgh	May 13, 1908	May 13, 1908	1,500 00
County superintendent (Cattaraugus)	Alexander Bird	April 9, 1909	April 9, 1909	1,000 00
County superintendent (Cayuga)	John C. Dayton	July 1, 1909	July 1, 1909	1,200 00
County superintendent (Chemung)	Wells Hollenbeck	April 8, 1909	April 8, 1909	1,000 00
County superintendent (Chenango)	Charles M. Stone	Jan. 1, 1909	Jan. 1, 1909	1,000 00
County superintendent (Clinton)	Richard T. Mace	April 8, 1909	April 8, 1909	1,500 00
County superintendent (Columbia)	Lester J. Bashford	April 12, 1909	April 12, 1909	2,000 00
County superintendent (Cortland)	Dwight B. Coleman	April 2, 1909	April 2, 1909	1,600 00
County engineer (Delaware)	Alton L. Van Tassle	Dec. 16, 1908	Dec. 16, 1908	1,800 00
County engineer (Dutchess)	A. C. Rapelje	Feb. 3, 1908	Feb. 3, 1908	2,000 00
County superintendent (Essex)	Clinton H. Simonds	Dec. 23, 1908	Dec. 23, 1908	1,000 00
County superintendent (Franklin)	S. A. Howard, Jr	April 20, 1909	April 20, 1909	1,500 00
County superintendent (Fulton)	John A. Karg	May 1, 1909	May 1, 1909	1,000 00
County superintendent (Genesee)	William M. Torrance	May 3, 1909	May 3, 1909	1,500 00
County superintendent (Greene)	Michael O'Hara	Dec. 24, 1908	Dec. 24, 1908	1,200 00
County engineer (Hamilton)	Edgar Call	Nov. 24, 1908	Nov. 24, 1908	1,200 00
County engineer (Herkimer)	Will H. Corey	Dec. 4, 1907	Dec. 4, 1907	1,200 00
County superintendent (Jefferson)	Henry S. Ball	April 16, 1909	April 16, 1909	1,000 00
County superintendent (Lewis)	Clarence E. Putman	April 1, 1909	April 1, 1909	1,000 00
County superintendent (Livingston)	Alfred B. Kent	May 1, 1909	May 1, 1909	1,600 00
County superintendent (Madison)	George S. Tibbits	April 1, 1909	April 1, 1909	1,800 00
County superintendent (Montgomery)	Irving Lathers	April 1, 1911	April 1, 1911	2,000 00
County superintendent (Ontario)	George W. Powell	April 19, 1909	April 19, 1909	1,650 00
County superintendent (Orleans)	Harry D. Waldo	April 6, 1909	April 6, 1909	1,350 00
County superintendent (Oswego)	Elbert A. Howard	Jan. 21, 1909	Jan. 21, 1909	1,200 00
County superintendent (Otsego)	Samuel R. Lewis	Jan. 29, 1909	Jan. 29, 1909	1,600 00
County superintendent (Putnam)	Lewis I. Haynes	Feb. 20, 1909	Feb. 20, 1909	900 00
County superintendent (Rockland)	Charles M. Hilton	May 3, 1909	May 3, 1909	1,500 00
County superintendent (Saratoga)	John E. Hodgman	April 8, 1909	April 8, 1909	1,000 00
County superintendent (Schenectady)	Harry W. Cregier	April 12, 1909	April 12, 1909	1,500 00
County superintendent (Schoharie)	Van E. Lawyer	Jan. 2, 1909	Jan. 2, 1909	2,000 00
County superintendent (Schuyler)	James P. Frost	Jan. 5, 1909	Jan. 5, 1909	650 00

COUNTY SUPERINTENDENTS OF HIGHWAYS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
(COUNTIES IN WHICH THE ENTIRE SERVICE HAS NOT BEEN CLASSIFIED) — (*continued*)				
COMPETITIVE CLASS — (*continued*)				
County superintendent (Seneca)	John H. Youndt	June 6, 1910	June 6, 1910	$1,000 00
County superintendent (St. Lawrence)	Walter F. Willson	April 20, 1909	April 20, 1909	1,300 00
County superintendent (Steuben)	Charles E. Bower	April 2, 1909	April 2, 1909	1,200 00
County superintendent (Sullivan)	Monroe H. Wright	April 21, 1909	April 21, 1909	900 00
County superintendent (Tioga)	John M. Clifford	Jan. 15, 1909	Jan. 15, 1909	800 00
County superintendent (Tompkins)	Arthur S. Cole	Aug. 1, 1911	Aug. 1, 1911	1,550 00
County superintendent (Warren)	Bertram E. Murray	April 7, 1909	April 7, 1909	1,500 00
County superintendent (Washington)	Orson C. Richards	April 13, 1909	April 13, 1909	1,600 00
County superintendent (Wayne)	W. G. Sisson	April 10, 1909	April 10, 1909	1,000 00
County superintendent (Wyoming)	Robert Holmes	April 15, 1909	April 15, 1909	1,200 00

COUNTY SEALERS OF WEIGHTS AND MEASURES

(COUNTIES IN WHICH THE ENTIRE SERVICE HAS NOT BEEN CLASSIFIED)

COMPETITIVE CLASS

County sealer (Allegany)	Allen W. Corwin	Dec. 1, 1910	Dec. 1, 1910	1,000 00
County sealer (Broome)	William R. Porter	July 20, 1911	July 20, 1911	900 00
County sealer (Cattaraugus)	Edward G. Billings	Mar. 4, 1912	Mar. 4, 1912	700 00
County sealer (Cayuga)	Thomas McDermott	Dec. 28, 1909	Dec. 28, 1909	600 00
County sealer (Chemung)	Eugene Snyder	Jan. 1, 1911	Jan. 1, 1911	600 00
County sealer (Chenango)	Walter I. French	July 1, 1912	July 1, 1912	900 00
County sealer (Clinton)	William J. Crowder	Aug. 3, 1911	Aug. 3, 1911	1,000 00
County sealer (Columbia)	William S. Decker	Dec. 5, 1910	Dec. 5, 1910	600 00
County sealer (Cortland)	Charles R. Lord	Jan. 1, 1911	Jan. 1, 1911	800 00
County sealer (Delaware)	H. G. Haynes	Dec. 14, 1911	Dec. 14, 1911	600 00
County sealer (Dutchess)	Thomas Pendell	Jan. 1, 1911	Jan. 1, 1911	1,500 00
County sealer (Essex)	Lee W. Burhans	Dec. 9, 1909	Dec. 9, 1909	$3 per day

County sealer (Franklin)	Donald J. Stewart	Dec. 12, 1907	Dec. 12, 1907	$600 00
County sealer (Fulton)	John C. Lynaugh	Jan. 4, 1911	Jan. 4, 1911	700 00
County sealer (Genesee)	E. C. Moulton	Dec. 7, 1907	Dec. 7, 1907	1,100 00
County sealer (Greene)	Adin E. Ballou	Jan. 1, 1911	Jan. 1, 1911	900 00
County sealer (Herkimer)	Henry Gaffey	April 20, 1911	April 20, 1911	900 00
County sealer (Jefferson)	Charles H. Bulson	Dec. 23, 1910	Dec. 23, 1910	800 00
County sealer (Lewis)	John D. Dence	Dec. 16, 1910	Dec. 16, 1910	900 00
County sealer (Livingston)	Frank Snath	Mar. 10, 1910	Mar. 10, 1910	1,000 00
County sealer (Madison)	Damon W. Walrath	Dec. 8, 1910	Dec. 8, 1910	650 00
County sealer (Montgomery)	William McConnell	Dec. 29, 1911	Dec. 29, 1911	$1,200 00
County sealer (Ontario)	Howard J. Moore	Nov. 18, 1910	Nov. 18, 1910	1,000 00
County sealer (Orleans)	Clayton C. Blood	Nov. 15, 1910	Nov. 15, 1910	1,500 00
County sealer (Oswego)	Frank French	Dec. 2, 1909	Dec. 2, 1909	1,000 00
County sealer (Otsego)	William C. McRorie	Jan. 1, 1911	Jan. 1, 1911	800 00
County sealer (Saratoga)	Daniel D. Snell	Mar. 1, 1909	Mar. 1, 1909	1,500 00
County sealer (Schenectady)	H. E. Blodgett	June 4, 1912	June 4, 1912	500 00
County sealer (Schoharie)	William Cook	Dec. 12, 1910	Dec. 12, 1910	600 00
County sealer (Schuyler)	George C. Starkey	Dec. 1, 1910	Dec. 1, 1910	500 00
County sealer (Seneca)	William J. Hause	Jan. 20, 1911	Jan. 20, 1911	600 00
County sealer (Steuben)	Leonard B. Walker	Dec. —, 1910	Dec. —, 1910	1,000 00
County sealer (Sullivan)	William Colden	July 1, 1911	July 1, 1911	900 00
County sealer (Tioga)	A. Eugene Stannard	Jan. 15, 1909	Jan. 15, 1909	600 00
County sealer (Tompkins)	Court Bellis	Dec. 21, 1910	Dec. 21, 1910	500 00
County sealer (Warren)	Clayton L. Pasco	Dec. 13, 1907	Dec. 13, 1907	1,200 00
County sealer (Washington)	Stukley T. Downs	Mar. 15, 1912	Mar. 15, 1912	600 00
County sealer (Wayne)	E. Fred Cowles	Nov. 17, 1907	Nov. 17, 1907	1,200 00
County sealer (Wyoming)	W. Guy Watrous	Nov. 18, 1908	Nov. 18, 1908	500 00
County sealer (Yates)	G. A. Brown	Dec. 10, 1907	Dec. 10, 1907	500 00

VILLAGES

VILLAGE OF BATAVIA

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
BOARD OF TRUSTEES				
UNCLASSIFIED SERVICE				
Village clerk	George P. Southworth	Mar. 20, 1912	Mar. 20, 1912	$480 00
EXEMPT CLASS				
Attorney	Newell K. Cone	Mar. 20, 1912	Mar. 20, 1912	800 00
Treasurer	I. J. Carmichael	Apr. 3, 1912	Apr. 3, 1912	600 00
Engineer	R. L. Fox	Mar. 20, 1912	Mar. 20, 1912	$10 per day.
COMPETITIVE CLASS				
Superintendent of municipal plant	Fred W. Hart	Mar. 16, 1910	Mar. 16, 1910	$1,080 00
Engineer of municipal plant	J. N. Beckwith	Mar. 16, 1910	Mar. 16, 1910	840 00
Engineer of municipal plant	A. J. McBride	June 22, 1910	June 22, 1910	840 00
Engineer of municipal plant	Herman Follett	Mar. 16, 1910	June 1, 1912	840 00
Fireman of municipal plant	John A. Mackey	Mar. 16, 1910	Mar. 16, 1910	720 00
Fireman of municipal plant	Joseph Warren	Mar. 16, 1910	Mar. 16, 1910	720 00
Fireman of municipal plant	Stephen Shorowman	Aug. 10, 1910	Aug. 10, 1910	720 00
Fireman of municipal plant	E. Ecelston	July 3, 1912	July 3, 1912	720 00
Lineman	B. H. Secor	June 27, 1912	June 27, 1912	$2 50 per day.
Janitress, municipal plant	Elizabeth Buckley	Mar. 16, 1910	Mar. 16, 1910	$144 00

BOARD OF EDUCATION

Competitive Class

Librarian	Julia M. Booth	June 1, 1909	June 1, 1909	475 00
Librarian	Eliza Hopkins	June 1, 1909	June 1, 1909	475 00
Assistant librarian	Anna M. Gleason	June 1, 1909	June 1, 1909	475 00
Clerk	A. J. Squires	Aug. 19, 1909	Aug. 19, 1909	900 00
Truant officer	C. W. Shedd	June 1, 1909	June 1, 1909	480 00
Janitor	Moritz Moll	June 1, 1909	June 1, 1909	950 00
Janitor	Jerome S. Tillotson	Sept. 4, 1912	Sept. 4, 1912	710 00
Janitor	Anson M. Weed	June 1, 1909	June 1, 1909	600 00
Janitor	George Haller	June 1, 1909	June 1, 1909	440 00
Janitor	F. G. Denton	June 1, 1909	June 1, 1909	440 00
Janitor	William Hammett	June 1, 1909	June 1, 1909	440 00
Janitor	James Maney	June 1, 1909	June 1, 1909	400 00
Janitor	M. P. Savacool	June 1, 1909	June 1, 1909	300 00

POLICE DEPARTMENT

Exempt Class

Police justice	James L. Kelley	Mar. 20, 1912	Mar. 20, 1912	500 00

Competitive Class

Police captain	Andrew McCulley	Mar. 16, 1910	Mar. 16, 1910	900 00
Policeman	Anthony Horsch	Mar. 16, 1910	Mar. 16, 1910	900 00
Policeman	D. L. Elliott	Mar. 16, 1910	Mar. 16, 1910	900 00
Policeman	John O. Griffis	Mar. 16, 1910	Mar. 16, 1910	800 00
Policeman	Charles O. Blair	Mar. 16, 1910	Mar. 16, 1910	800 00
Policeman	Arthur J. Laplow	July 27, 1910	July 27, 1910	800 00
Policeman	J. Fred McGuire	Aug. 24, 1910	Aug. 24, 1910	800 00
Policeman	Leo E. Michel	Sept. 18, 1912	Sept. 18, 1912	800 00
Matron	Mrs. M. Mix	Mar. 16, 1910	Mar. 16, 1910	100 00

FIRE DEPARTMENT

Exempt Class

First assistant chief	Patrick Boyle	Mar. 16, 1910	Mar. 15, 1912	50 00
Second assistant chief	William J. McBride	Mar. 20, 1912	Mar. 20, 1912	50 00

VILLAGE OF BATAVIA — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	FIRE DEPARTMENT — (*continued*)			
	NON-COMPETITIVE CLASS			
Chief	William Chappel	Mar. 16, 1910	Mar. 15, 1912	$100 00
	BOARD OF HEALTH			
	UNCLASSIFIED SERVICE			
President	Charles W. Hartley	.....	.....	50 00
Member	George J. Glade	.....	.....	35 00
Member	Louis W. Hahn	.....	.....	35 00
Member	Thomas K. Everingham	.....	.....	35 00
Member	John A. Bird	.....	.....	35 00
	EXEMPT CLASS			
Clerk	Edward J. Hogan	Mar. 16, 1910	Mar. 16, 1910	60 00
	WATER COMMISSION			
	COMPETITIVE CLASS			
Water inspector	John Trainer	Mar. 16, 1910	Mar. 16, 1910	$2 00 per day.
	STREET COMMISSION			
	COMPETITIVE CLASS			
Superintendent	Harley H. Bostwick	Mar. 16, 1910	Mar. 16, 1910	3 25 per day.
Assistant superintendent	Andrew Crome	Mar. 16, 1910	Mar. 16, 1910	2 75 per day.
	SEWER COMMISSION			
	EXEMPT CLASS			
Attorney	F. W. Ballard	Aug. 1, 1909	Aug. 1, 1909	$480 00
	COMPETITIVE CLASS			
Clerk	J. H. Wood	Aug. 1, 1909	Aug. 1, 1909	300 00
Inspector	H. Lambert	April 6, 1910	April 6, 1910	600 00

VILLAGE OF CANANDAIGUA

BOARD OF TRUSTEES

UNCLASSIFIED SERVICE

Members	P. P. Turner, President	.....	.....	.....
	E. R. Church	.....	.....	.....
	Grant M. Kennedy	.....	.....	.....
	William H. Townsend	.....	.....	.....
	H. W. Closs	.....	.....	.....
	Harley Hancock	.....	.....	.....
	J. J. Mattison	.....	.....	.....
	John O'Keefe	.....	.....	.....
	P. O'Brien	.....	.....	.....
Clerk	W. N. Brooks	Jan. 1, 1907	Jan. 1, 1907	300 00
Treasurer	Thomas R. Lynch	Jan. 1, 1913	Jan. 1, 1913	300 00

EXEMPT CLASS

Attorney	F. D. Cribb	April 1, 1910	April 1, 1910	Fees.

BOARD OF HEALTH

UNCLASSIFIED SERVICE

President	M. J. Touhey	.....	.....	.....
Commissioner	W. A. Patton	.....	.....	.....
Secretary	H. J. Moore	.....	.....	.....

COMPETITIVE CLASS

Officer	O. J. Hallenbeck	April 1, 1910	April 1, 1910	$400 00

WATER COMMISSION

UNCLASSIFIED SERVICE

Commissioner (President)	Alexander Davidson	Jan. —, 1910	Jan. —, 1910	.....
Commissioner (Secretary)	C. W. Mead	Jan. —, 1907	Jan. —, 1907	.....
Commissioner	C. A. Boyce	Jan. —, 1909	Jan. —, 1909	.....
Commissioner	W. R. Marks	Jan. —, 1908	Jan. —, 1908	.....
Commissioner	William Garratt	Jan. —, 1906	Jan. —, 1906	.....

VILLAGE OF CANANDAIGUA — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
WATER COMMISSION — (*continued*)				
COMPETITIVE CLASS				
Superintendent and clerk	G. R. Ellis	Feb. 29, 1904	Feb. 29, 1904	$1,200 00
Special clerk	Ira O. Douglass	Mar. 18, 1910	Mar. 18, 1910	540 00
Engineer	Samuel Douglass	Mar. 15, 1905	Mar. 15, 1905	840 00
Assistant engineer	Ray E. Douglass	Mar. 12, 1904	Mar. 12, 1904	720 00
Fireman	William Carlisle	Mar. 7, 1910	Mar. 7, 1910	600 00
BOARD OF EDUCATION				
COMPETITIVE CLASS				
Collector	Edward H. Frary	Aug. 14, 1900	Aug. 14, 1900	Fees.
Clerk	Walter S. Sleght	Aug. 10, 1909	Aug. 10, 1909	$300 00
Assistant librarian	A. Priscilla Hanna	Aug. 13, 1895	Aug. 13, 1895	250 00
Attendance officer	George S. Booth	May 2, 1907	May 2, 1907	400 00
Janitor of schools	William Sanney	Aug. 31, 1893	Aug. 31, 1893	2,850 00
STREET COMMISSION				
COMPETITIVE CLASS				
Superintendent	A. C. Cappon	May 10, 1904	May 10, 1904	1,200 00
Clerk	H. W. Hamlin	Oct. 3, 1905	Oct. 3, 1905	360 00
Stenographer	Anna H. Clark	.....	.....	120 00
POLICE DEPARTMENT				
UNCLASSIFIED SERVICE				
President	E. W. Simmons	.....	.....	.....
Secretary	E. J. Tracy	.....	.....	.....
Commissioner	E. H. Hawkins	.....	.....	.....
Police justice	Phil O'Keefe	Jan. 9, 1912	Jan. 9, 1912	1,200 00

COMPETITIVE CLASS

Chief of police	H. C. Beeman	April 1, 1910	April 1, 1910	1,200 00
Assistant chief of police	W. Sheehan	April 1, 1910	July 16, 1912	1,020 00
Policeman	John Mulligan	April 1, 1910	April 1, 1910	900 00
Policeman	D. H. Fisk	April 1, 1910	April 1, 1910	900 00
Policeman	Joseph Convegan	April 1, 1910	April 1, 1910	780 00
Policeman	B. P. Van Orman	July 1, 1910	June 1, 1912	780 00
Patrolman	Ed. Gulvin	July 1, 1910	June 1, 1912	780 00
Patrolman	William H. Pierce	Jan. 7, 1910	Jan. 7, 1910	300 00
Sexton				

FIRE DEPARTMENT

COMPETITIVE CLASS

Driver	W. S. Cooper	April 1, 1910	April 1, 1910	900 00
Driver	Hugh J. Cairns	May 1, 1912	May 1, 1912	700 00
Driver	Alfred J. Clancy	Feb. 12, 1912	Feb. 12, 1912	700 00

VILLAGE OF OSSINING

BOARD OF TRUSTEES

UNCLASSIFIED SERVICE

Clerk	J. W. Terwilliger	May 1, 1911	May 1, 1911	2,000 00
Treasurer	B. C. Acker	May 1, 1911	May 1, 1911	1,200 00

EXEMPT CLASS

Counsel	T. George Barnes	April 4, 1911	April 4, 1911	1,200 00

COMPETITIVE CLASS

Stenographer	Rose D. Loftus	Oct. 1, 1912	Oct. 1, 1912	480 00
Engineers	Bryne & Darling	.....	.....	Per diem.
Inspector of construction	L. J. Sullivan	Oct. 18, 1910	Oct. 18, 1910	$4 per day.

POLICE DEPARTMENT

EXEMPT CLASS

Justice	I. N. Valentine	May 1, 1906	May 1, 1906	$1,500 00

VILLAGE OF OSSINING — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
POLICE DEPARTMENT — (*continued*)				
COMPETITIVE CLASS				
Officer	F. Minnerly	June 5, 1900	June 5, 1900	$1,000 00
Officer	L. Sniffin	May 1, 1904	May 1, 1904	1,000 00
Officer	J. E. Wescott	July 3, 1906	July 3, 1906	1,000 00
Officer	N. J. Murphy	Aug. 13, 1907	Aug. 13, 1907	1,000 00
Officer	P. H. Keenan	Feb. 15, 1910	Feb. 15, 1910	1,000 00
Officer	James Irving	Oct. 5, 1910	Nov. 1, 1910	1,000 00
NON-COMPETITIVE CLASS				
Chief of police	J. W. Tompkins	May 1, 1900	May 1, 1900	1,500 00
FIRE DEPARTMENT				
EXEMPT CLASS				
Steam engineer	Abram Kipp, Jr.	Mar. 1, 1910	Mar. 1, 1910	.....
Steam engineer	Robert Lemmy	Mar. 1, 1910	Mar. 1, 1910	.....
Stoker	S. W. Lyons	Mar. 1, 1910	Mar. 1, 1910	.....
WATER COMMISSION				
COMPETITIVE CLASS				
Superintendent	James Bedell	Mar. 19, 1903	Mar. 19, 1903	1,700 00
Assistant secretary	Seth G. Ellegood	Mar. 19, 1903	Mar. 19, 1903	200 00
Bookkeeper and clerk	Frank G. Wood	April 1, 1909	April 1, 1909	780 00
Engineer	William E. Merritt	—— —, 1889	July —, 1899	1,200 00
Inspector	Albert Miller	June —, 1906	June —, 1906	648 00
Foreman	Herman Roickle	—— —, 1890	—— —, 1890	900 00
Foreman	Harry Roickle	Sept. —, 1904	Sept. —, 1904	648 00
Fireman	Lester A. Wheeler	Nov. 7, 1910	Nov. 7, 1910	780 00

BOARD OF HEALTH

UNCLASSIFIED SERVICE

Member (President)	John A. Stull	May 1, 1911	May 1, 1911	$2 per meeting.
Member	Frank L. Irving	.....	.....	2 per meeting.
Member	William Fisher	April 5, 1910	April 5, 1910	2 per meeting.

EXEMPT CLASS

Secretary	Michael Mack	May 1, 1912	Nov. 9, 1912	$150 00

COMPETITIVE CLASS

Sanitary inspector	Peter J. Keenan	May 1, 1912	May 1, 1912	720 00
Health officer	R. T. Irvine	May 1, 1912	May 1, 1912	300 00

SUPERINTENDENT OF STREETS

COMPETITIVE CLASS

Superintendent	E. F. Wheeler	Oct. 3, 1905	Oct. 3, 1905	1,500 00
Inspector of construction	Thomas J. Gallery	April 21, 1909	April 21, 1909	$4 per day.

VILLAGE OF PEEKSKILL

BOARD OF TRUSTEES

UNCLASSIFIED SERVICE

Clerk	Albert E. Cruger	Oct. 9, 1900	Oct. 9, 1900	$1,800 00

EXEMPT CLASS

Attorney	Edward J. Wilson	Mar. 15, 1911	Mar. 15, 1911	500 00
Engineer and surveyor	Reynolds & Chase	.....	.....	$6 per day.

BOARD OF HEALTH

COMPETITIVE CLASS

Registrar of vital statistics	Edward T. Losee	Mar. —, 1909	Mar. —, 1909	Fees.
Health officer	E. D. M. Lyon	Mar. 25, 1912	Mar. 25, 1912	$150 00
Sanitary inspector	Ezra P. Griswold	July 8, 1912	July 8, 1912	$15 per week.

VILLAGE OF PEEKSKILL — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
POLICE DEPARTMENT				
EXEMPT CLASS				
Police justice	Clifford Couch	Feb. 20, 1909	Feb. 20, 1909	$1,500 00
Acting police justice	Cyrus William Horton	Feb. 20, 1909	Feb. 20, 1909	$3 per day.
COMPETITIVE CLASS				
Sergeant	Henry Burke	Oct. 27, 1903	Oct. 27, 1903	$1,300 00
Sergeant	Oliver G. Lee	May 26, 1908	May 26, 1908	1,300 00
Patrolman	William Blythe	Mar. 18, 1901	Mar. 18, 1901	1,100 00
Patrolman	Ebenezer B. Post	Mar. 18, 1902	Mar. 18, 1902	1,100 00
Patrolman	James Calhoun, Jr	June 23, 1902	June 23, 1902	1,100 00
Patrolman	Clarence Birdsall	Nov. 11, 1902	Nov. 11, 1902	1,100 00
Patrolman	John H. Conklin	May 3, 1904	May 3, 1904	1,100 00
Patrolman	John Shea	May 3, 1904	May 3, 1904	1,100 00
Patrolman	John S. Crawford	Mar. 10, 1908	Mar. 10, 1908	1,100 00
Patrolman	Joseph A. Lillis	July 13, 1909	July 13, 1909	1,100 00
NON-COMPETITIVE CLASS				
Chief of police	Nathaniel N. Seabury	Oct. 27, 1903	Oct. 27, 1903	1,500 00
FIRE DEPARTMENT				
COMPETITIVE CLASS				
Chauffeur	Arthur Knecht	Jan. 18, 1910	Jan. 18, 1910	$21 per week.
NON-COMPETITIVE CLASS				
Chief engineer	Clifton E. Forbush	Dec. 8, 1907	Dec. 8, 1907	$250 00

WATER COMMISSION

COMPETITIVE CLASS

Superintendent	Lanning G. Roake	Mar. 10, 1904	Mar. 10, 1904	1,800 00
Chief engineer	O. W. Meeks	April 1, 1910	April 1, 1910	1,080 00
First assistant engineer	Paul Maynard	April 1, 1910	April 1, 1910	900 00
Second assistant engineer	Frederick F. Brown	April 1, 1910	April 1, 1910	900 00
Fireman	William Polk	April 1, 1910	April 1, 1910	720 00
Fireman	Baxter Jamison	April 1, 1910	April 1, 1910	720 00
Fireman	Walter Gardner	April 1, 1910	April 1, 1910	720 00
Overseer of filtration plant	Robert Green	Nov. 1, 1909	Nov. 1, 1909	1,200 00
Watershed inspector	William E. Borden	Mar. 15, 1910	Mar. 15, 1910	840 00
Meter inspector	Charles A. Miller	April 1, 1908	April 1, 1908	960 00
Assistant meter inspector	Charles Roberts	April 1, 1910	April 1, 1910	840 00

VILLAGE OF PORT CHESTER

BOARD OF TRUSTEES

UNCLASSIFIED SERVICE

Clerk	Charles O. Derby	May 2, 1911	May 2, 1911	1,200 00
Treasurer	Thomas F. Connolly	.....	.....	1,200 00

EXEMPT CLASS

Corporation counsel	William A. Davidson	May 3, 1911	May 3, 1911	3,000 00
Assessor	David J. Kelly	May 7, 1912	May 7, 1912	1,000 00

COMPETITIVE CLASS

Engineer	Chester A. Studwell	Dec. 4, 1911	Dec. 4, 1911	3,000 00
Building inspector	Frank C. Mertz	July 7, 1911	July 7, 1911	500 00

BOARD OF HEALTH

UNCLASSIFIED SERVICE

Member	Thomas Knott	May 3, 1911	May 3, 1911	.....
Member	C. Edward Smith	May 3, 1911	May 3, 1911	.....
Member	Gabriel G. Merritt	May 3, 1911	May 3, 1911	.....

VILLAGE OF PORT CHESTER — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
BOARD OF HEALTH — (*continued*)				
EXEMPT CLASS				
Secretary and registrar of vital statistics	C. Edward Smith	May 3, 1911	May 3, 1911	$300 00
COMPETITIVE CLASS				
Health officer	B. J. Sands	Dec. 7, 1907	Dec. 7, 1907	1,000 00
Sanitary and plumbing inspector	Ernest Dold	Sept. 25, 1911	Sept. 25, 1911	1,500 00
FIRE DEPARTMENT				
COMPETITIVE CLASS				
Superintendent, fire alarm system	George Wenkembach	July 7, 1911	July 7, 1911	900 00
NON-COMPETITIVE CLASS				
Auto driver	Patrick H. Casey	May 24, 1910	May 24, 1910	1,200 00
POLICE DEPARTMENT				
EXEMPT CLASS				
Justice	Walter A. Ferris	May 1, 1912	May 1, 1912	1,500 00
Acting police justice	Louis C. A. Lewin	May 1, 1912	May 1, 1912	$5 a sitting.
COMPETITIVE CLASS				
Sergeant	Thomas Wm. McCullough	July 23, 1902	July 23, 1902	$1,200 00
Sergeant	William J. Devanney	July 23, 1902	July 23, 1902	1,200 00
Sergeant	William A. Sours	Jan. 9, 1905	May 13, 1912	1,200 00
Patrolman	Edgar E. Lansing	Dec. 1, 1902	Dec. 1, 1902	1,100 00
Patrolman	Timothy Murphy	Dec. 7, 1903	Dec. 7, 1903	1,100 00
Patrolman	Daniel Curtin	Dec. 7, 1903	Dec. 7, 1903	1,100 00
Patrolman	George L. Peters	Jan. 9, 1905	Jan. 9, 1905	1,100 00

Patrolman	Michael Hickey	Oct. 16, 1905	Oct. 16, 1905	1,100 00
Patrolman	Mortimer C. Adams	Oct. 15, 1906	Oct. 15, 1906	1,100 00
Patrolman	William Olson	Sept. 1, 1907	Sept. 1, 1907	1,100 00
Patrolman	Bernard O'Toole	Nov. 4, 1909	Nov. 4, 1909	1,000 00
Patrolman	John J. Nolan	Nov. 4, 1909	Nov. 4, 1909	1,000 00
Patrolman	Antonio Bucci	June 7, 1910	June 7, 1910	900 00
Patrolman	Henry H. Yering	June 7, 1910	June 7, 1910	900 00
Patrolman	Robert L. Henne	July 15, 1912	Dec. 16, 1912	800 00
Patrolman	William Corlies	July 15, 1912	Dec. 16, 1912	800 00
	NON-COMPETITIVE CLASS			
Chief of police	James Donovan	July 23, 1902	July 23, 1902	1,800 00

STREET COMMISSION

COMPETITIVE CLASS

Commissioner	Albro Weir	July 7, 1911	July 7, 1911	1,500 00

VILLAGE OF SARATOGA SPRINGS

BOARD OF TRUSTEES

UNCLASSIFIED SERVICE

President of village	James D. McNulty	April 3, 1905	April 3, 1905	1,000 00
Comptroller	M. E. McTigue	May 1, 1911	May 1, 1911	900 00
Village clerk	James N. Heaslip	April 3, 1905	April 3, 1905	900 00
	EXEMPT CLASS			
Attorney	Frank Gick	April 10, 1905	April 10, 1905	1,200 00
Engineer and surveyor	Jesse S. Mott & Son	—— —, 1910	—— —, 1910	$8 per day.
	COMPETITIVE CLASS			
Janitor, village hall	Arthur C. Weber	May 1, 1906	May 1, 1906	$720 00
Stenographer to attorney	Margaret H. Carey	April 10, 1905	April 10, 1905	$5 per week.

VILLAGE OF SARATOGA SPRINGS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	BOARD OF HEALTH			
	UNCLASSIFIED SERVICE			
Member	Roger A. Kiley	April 5, 1909	April 5, 1909	$100 00
Member	John T. Maines	April 6, 1908	April 6, 1908	100 00
Member	George W. Bloom	April 6, 1908	April 6, 1908	100 00
Member	John J. Connors	April 6, 1908	April 6, 1908	100 00
Member	Jeremiah M. Minahan	May 7, 1912	May 7, 1912	100 00
	EXEMPT CLASS			
Secretary acting as registrar	Clarence I. Leggett	April 6, 1906	April 6, 1906	780 00
	COMPETITIVE CLASS			
Health officer	G. Scott Towne	April 7, 1907	April 7, 1907	600 00
Sanitary inspector	Thomas H. Gorman	June 29, 1910	June 29, 1910	900 00
Assistant sanitary inspector	James J. Fitzpatrick	April 5, 1910	April 5, 1910	750 00
	POLICE DEPARTMENT			
	UNCLASSIFIED SERVICE			
Commissioner	James H. King	May 9, 1908	May 9, 1908	1,200 00
Clerk	James N. Heaslip	April 3, 1905	April 3, 1905	100 00
	COMPETITIVE CLASS			
Inspector	John M. Fryer	May 9, 1908	May 9, 1908	1,000 00
Policeman	James Sullivan	April 25, 1901	April 25, 1901	900 00
Policeman	Thomas Sullivan	Jan. 1, 1905	Jan. 1, 1905	900 00
Policeman	James Hennessey	May 12, 1887	May 12, 1887	900 00
Policeman	Matthew Sheehan	May 2, 1892	May 2, 1892	900 00
Policeman	James T. Smith	Jan. 1, 1907	Jan. 1, 1907	900 00

Policeman	George Mason	Jan. 1, 1900	Jan. 1, 1900	900 00
Policeman	Edward Morrison	May 2, 1892	May 2, 1892	900 00
Policeman	Fones Crandall	June 1, 1909	June 1, 1909	840 00
Policeman	Jerry Donahue	June 1, 1909	June 1, 1909	780 00

SEWER, WATER AND STREET COMMISSION

UNCLASSIFIED SERVICE

Commissioner	John E. Gaffney	May 1, 1910	May 1, 1910	.....

EXEMPT CLASS

Clerk	Clarence Bird	June 1, 1911	June 1, 1911	1,500 00

COMPETITIVE CLASS

Superintendent	James Morrissey	Mar. 1, 1911	Mar. 1, 1911	1,000 00
Superintendent of streets	Ransom Qua	Mar. 1, 1911	Mar. 1, 1911	1,000 00
Superintendent of water works and sewer pumping station	George F. Bacon	June —, 1888	June —, 1888	1,200 00
Assistant superintendent of water works	C. J. Traver	June —, 1888	June —, 1888	900 00
Superintendent of sewage disposal plant	Michael O'Hearn	Sept. —, 1903	Sept. —, 1903	780 00
Assistant superintendent of streets	Benjamin Callahan	May 3, 1910	May 3, 1910	720 00
Clerk and stenographer	Jane V. Koenig	Aug. —, 1905	Aug. —, 1905	720 00
Electrical engineer and caretaker, sewer pumping station	Fred Swartfigure	Sept. —, 1906	Sept. —, 1906	720 00
Fireman	Edward Nash	Aug. —, 1905	Aug. —, 1905	600 00
Fireman	Arthur Viele	April 1, 1908	April 1, 1908	600 00
Fireman	John Gass	July 1, 1910	July 1, 1910	600 00
Caretaker of hackstand	John McNaughton	July 1, 1910	July 1, 1910	450 00
Caretaker of hackstand	Frank Le Clair	July 1, 1910	July 1, 1910	450 00

FIRE DEPARTMENT

UNCLASSIFIED SERVICE

Clerk	James N. Heaslip	April 3, 1905	April 3, 1905	100 00
Commissione	John T. White	April 21, 1908	April 21, 1908	.....

EXEMPT CLASS

Call fireman	George A. Putnam	Jan. 1, 1909	Jan. 1, 1909	60 00
Call fireman	M. V. Burnham	May 1, 1895	May 1, 1895	60 00
Call fireman	Charles L. Starks	May 20, 1885	May 20, 1885	60 00

VILLAGE OF SARATOGA SPRINGS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
FIRE DEPARTMENT — (*continued*)				
EXEMPT CLASS — (*continued*)				
Call fireman	J. F. Miner	June 1, 1901	June 1, 1901	$60 00
Call fireman	Fred C. Mallory	May 1, 1883	May 1, 1883	60 00
Call fireman	N. F. Lorman	May 1, 1902	May 1, 1902	60 00
Call fireman	George H. Lamb	May 1, 1883	May 1, 1883	60 00
Call fireman	Emmett Farrington	Aug. 1, 1892	Aug. 1, 1892	60 00
Call fireman	L. A. Estabrook	Feb. 1, 1907	Feb. 1, 1907	60 00
Call fireman	E. R. Burnham	May 1, 1903	May 1, 1903	60 00
Call fireman	E. T. Andrews	Aug. 1, 1910	Aug. 1, 1910	60 00
Call fireman	W. E. Ouderkirk	Sept. 2, 1912	Sept. 2, 1912	60 00
Call fireman	Duncan Ferguson	May 1, 1912	May 1, 1912	60 00
COMPETITIVE CLASS				
Assistant chief engineer	J. S. Hickey	May 20, 1907	May 9, 1911	900 00
Superintendent of fire alarm	Willis H. Leggett	June 4, 1907	June 4, 1907	900 00
Fireman	Charles E. Mickle	May 15, 1898	May 15, 1898	840 00
Fireman	Frank L. Allen	June 1, 1908	June 1, 1908	780 00
Fireman	Fred E. Isbell	Mar. 27, 1907	Mar. 27, 1907	780 00
Fireman	John H. Reynolds	May 1, 1894	May 1, 1894	780 00
Fireman	C. Rose, Jr	May 1, 1901	May 1, 1901	780 00
Fireman	John Gillespie	Mar. 28, 1910	Mar. 28, 1910	780 00
Fireman	Thomas Bonney	May 1, 1903	June 2, 1912	780 00
NON-COMPETITIVE CLASS				
Chief engineer, fire department	E. J. Shadwick	—— —, 1883	—— —, 1883	1,200 00

BOARD OF EDUCATION

UNCLASSIFIED SERVICE

Trustee	Joseph M. Kelley	Oct. —, 1908	Oct. —, 1908	.....
Trustee	Earl H. King	Oct. —, 1910	Oct. —, 1910	.....
Trustee	John Shipman	Oct. —, 1907	Oct. —, 1907	.....
Trustee	Nicholas H. Powers	Oct. —, 1907	Oct. —, 1907	.....
Trustee	N. R. Thompson	Oct. —, 1911	Oct. —, 1911	.....
Trustee	Joseph M. Kelly	Oct. —, 1911	Oct. —, 1911	.....
Trustee	Lewis H. Hays	Oct. —, 1911	Oct. —, 1911	.....
Trustee	George E. Adee	Oct. —, 1912	Oct. —, 1912	.....
Trustee	E. F. Andrews	Oct. —, 1912	Oct. —, 1912	.....
Trustee	F. D. Savard	Oct. —, 1912	Oct. —, 1912	.....

COMPETITIVE CLASS

Janitor of schools	Dennis Kanaly	—— —, 1906	—— —, 1906	1,000 00
Janitor of schools	William Sherin	—— —, 1900	—— —, 1900	650 00
Janitor of schools	John H. Witzel	—— —, 1905	—— —, 1905	650 00
Janitor of schools	Myron A. Greene	—— —, 1908	—— —, 1908	650 00
Janitor of schools	Fred Dunston	—— —, 1906	—— —, 1906	600 00
Janitor	James W. Scaggs	Sept. 6, 1911	Sept. 6, 1911	600 00
General attendance officer	Robert S Remington	—— —, 1897	—— —, 1897	500 00

PUBLICITY COMMISSION

UNCLASSIFIED SERVICE

Commissioner (President)	E. D. Starbuck	May 20, 1908	May 20, 1908	.....
Commissioner (Secretary)	H. L. Waterbury	May 20, 1908	May 20, 1908	.....
Commissioner	J. P. McGirr	May 20, 1908	May 20, 1908	.....
Commissioner	G. A. Farnham	Jan. 6, 1909	Jan. 6, 1909	.....
Commissioner	W. S. Robertson	Dec. 7, 1912	Dec. 7, 1912	.....

COMPETITIVE CLASS

Publicity agent	Charles A. Marshall	Nov. 1, 1909	Nov. 1, 1909	720 00
Stenographer	M. E. McNeary	Nov. 1, 1909	Nov. 1, 1909	300 00

VILLAGE OF SARATOGA SPRINGS — (*concluded*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
COMMISSIONER OF PARKS				
UNCLASSIFIED SERVICE				
Commissioner	Harry Crocker	Nov. 30, 1912	Nov. 30, 1912	.....
Clerk	James N. Heaslip	April 3, 1905	April 5, 1905	$900 00

VILLAGE OF WHITE PLAINS

BOARD OF TRUSTEES

UNCLASSIFIED SERVICE				
President	Lewis C. Platt	Jan. 1, 1912	Jan. 1, 1912	.....
Treasurer	C. L. Prigge	Jan. 1, 1912	Jan. 1, 1912	500 00
Assessor	John Rosch	Jan. 3, 1910	Jan 3, 1910	2,500 00
Tax collector	Christopher Harmon	Jan. 3, 1910	Jan. 3, 1910	Fees.
Clerk	George K. Cox	Jan. 12, 1912	Jan. 12, 1912	$2,000 00
Page	Albert Purdy	Jan. 31, 1912	Jan. 31, 1912	360 00
EXEMPT CLASS				
Corporation counsel	Frederick B. Van Kleeck	Jan. 4, 1912	Jan. 4, 1912	3,500 00
Engineer and surveyor	John Y. Lavery	Jan. 3, 1910	Jan. 3, 1910	3,500 00
COMPETITIVE CLASS				
Accountant	John A. Snedeker	Jan. 3, 1910	Jan. 3, 1910	300 00
Superintendent of highways	James L. Warren	Jan. 4, 1912	Jan. 4, 1912	1,500 00
Inspector, gas openings	Charles D. Sutton	Jan. 3, 1910	Jan. 3, 1910	900 00
Superintendent garbage disposal works	Addison O. Comstock	Jan. 3, 1910	Jan. 3, 1910	1,200 00
Engineer, sewer ejector	Hugh O'Heir	Jan. 3, 1910	Mar. 18, 1912	1,080 00
Engineer, sewer ejector	Frank Bunting	Jan. 3, 1910	Mar. 18, 1912	1,080 00
Engineer, sewer ejector	George Verrill	Jan. 3, 1910	Mar. 18, 1912	1,080 00
Building inspector	Martin O'Rourke	Jan. 4, 1912	Jan. 4, 1912	1,000 00

Inspector	Samuel F. Coit	—— —, 1907	—— —, 1907	$3 per day.
Inspector	Timothy Murphy	—— —, 1907	—— —, 1907	3 per day.
Inspector	John F. Gillick	—— —, 1907	—— —, 1907	3 per day.
Inspector	George H. Foster	April 1, 1910	April 1, 1910	3 per day.
Inspector	Harry W. Horton	April 1, 1910	April 1, 1910	3 per day.
Inspector	William Tabele	April 1, 1910	April 1, 1910	3 per day.
Inspector	James E. Williams	April 1, 1910	April 1, 1910	3 per day.
Inspector	Robert Roby, Sr	April 1, 1910	April 1, 1910	3 per day.
Inspector	James A. Dolan	April 1, 1910	April 1, 1910	3 per day.
Inspector	Wilbur Miles	April 1, 1910	April 1, 1910	3 per day.
Inspector	Francis A. Conlon	April 1, 1910	April 1, 1910	3 per day.
Inspector	William T. Read	Jan. 3, 1910	Jan. 3, 1910	$2 per opening.

WATER COMMISSION

UNCLASSIFIED SERVICE

Commissioner	John Roeman	Jan. 1, 1912	.....	.....
Commissioner	Geo. M. Purdy	Jan. 1, 1912	.....	.....
Commissioner	William R. Condit	Jan. 1, 1913	.....	.....
Commissioner	Eugene T. Herrington	Jan. 1, 1913	.....	.....
Commissioner (Secretary)	Daniel T. Bailey	Jan. 1, 1913	.....	.....

COMPETITIVE CLASS

Superintendent	William H. Lyon	Feb. 1, 1911	Feb. 1, 1911	$2,400 00
Clerk	Harvey G. Holdridge	Jan. 3, 1910	Jan. 3, 1910	1,140 00
Assistant clerk	John Dowd	Jan. 3, 1910	Jan. 3, 1910	960 00
Stenographer	Maud B. Maybury	May 10, 1911	May 10, 1911	480 00
Meter inspector	Fred Mabee	Jan. 3, 1910	Jan. 3, 1910	780 00
Plumber	Charles Armbruster	Jan. 3, 1910	Jan. 3, 1910	1,560 00
Assistant plumber	Michael Hogan	Jan. 3, 1910	Jan. 3, 1910	960 00
Pumping engineer	William J. Stanfield	Jan. 3, 1910	Jan. 3, 1910	1,200 00
Pumping engineer	William Tobin*	Jan. 3, 1910	Jan. 3, 1910	1,200 00
Pumping engineer	Fred Sipp†	Jan. 3, 1910	Jan. 3, 1910	1,200 00
Pumping engineer	John H. Dowd, Sr	Jan. 1, 1911	Jan. 1, 1911	1,200 00
Pumping engineer	John Fairchild	Aug. 1, 1911	Aug. 1, 1911	1,200 00
Watchman at reservoir	C. Fisher	Mar. —, 1910	Aug. 1, 1910	600 00

* Not in village service.
† Employ of county.

VILLAGE OF WHITE PLAINS — (*continued*)

POSITION	Name	Date of entrance into civil service	Date of entrance into present position	Compensation
	POLICE DEPARTMENT			
	UNCLASSIFIED SERVICE			
Police justice	Frank J. Lamb	Jan. 1, 1912	Jan. 1, 1912	$1,200 00
	COMPETITIVE CLASS			
Clerk	Frank S. Stevens	Jan. 4, 1904	Jan. 4, 1904	1,000 00
Lieutenant	John J. Joyce	Jan. 6, 1902	May 4, 1904	1,200 00
Lieutenant	Joseph Shay	Nov. 30, 1904	May 1, 1912	1,100 00
Patrolman	John A. Daly	Mar. 1, 1898	Mar. 1, 1898	1,000 00
Patrolman	Thomas H. Colligan	Jan. 7, 1901	Jan. 7, 1901	1,000 00
Patrolman	William Higgins	Jan. 6, 1902	Jan. 6, 1902	1,000 00
Patrolman	Jeremiah McGraw	April 5, 1905	April 5, 1905	1,000 00
Patrolman	Thomas Marron	Jan. 31, 1906	Jan. 31, 1906	1,000 00
Patrolman	Sidney Bare	June 1, 1906	June 1, 1906	1,000 00
Patrolman	Joseph Fritteta	Jan. 31, 1907	Jan. 31, 1907	1,000 00
Patrolman	Thomas Murray	Mar. 21, 1910	Mar. 21, 1910	1,000 00
Patrolman	William Callahan	July 1, 1911	July 1, 1911	1,000 00
Patrolman	James Kelly	Sept. 16, 1911	Sept. 16, 1911	900 00
Special officer	George F. Johnson	May 15, 1912	Oct. 1, 1912	800 00
Special officer	Thomas O'Birne	July 19, 1908	July 19, 1908	$2 per day.
Special officer	George Mitchel	June 1, 1904	June 1, 1904	2 per day.
Special officer	Herbert Hill	July 17, 1907	July 17, 1907	2 per day.
Special officer	Louis F. Rohr	June 15, 1907	June 15, 1907	2 per day.
Special officer	William T. Read	Sept. 16, 1907	Sept. 16, 1907	2 per day.
Special officer	George Mackey	Sept. 16, 1907	Sept. 16, 1907	2 per day.
Special officer	Benjamin Ostrander	July 4, 1907	July 4, 1907	2 per day.
Special officer	William Van Tassell	July 4, 1907	July 4, 1907	2 per day.
Special officer	Vincenzo Cestone	April 23, 1908	April 23, 1908	2 per day.

Special officer	Forest P. Dexter	May 15, 1912	May 15, 1912	2 per day.
Special officer	Joseph Stewart	May 15, 1912	May 15, 1912	2 per day.
Special officer	Charles F. Davis	May 15, 1912	May 15, 1912	2 per day.
Special officer	Walter L. Hunt	May 15, 1912	May 15, 1912	2 per day.
Special officer	Geo. N. Johnson	May 15, 1912	May 15, 1912	2 per day.
Special officer	William Miller	May 15, 1912	May 15, 1912	2 per day.
Special officer	Howard F. Bare	May 15, 1912	May 15, 1912	2 per day.
	NON-COMPETITIVE CLASS			
Captain	John H. Harmon	Mar. 1, 1898	April 15, 1904	$1,800 00
	FIRE DEPARTMENT			
	COMPETITIVE CLASS			
Superintendent, fire alarm system	Charles W. Nowill	Jan. 3, 1910	Jan. 3, 1910	1,000 00

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